

2025-2028

MASTER AGREEMENT

between the

**COMMUNITY COLLEGE DISTRICT OF
MONROE COUNTY, MICHIGAN**

and the

**MONROE COUNTY COMMUNITY COLLEGE
FACULTY ASSOCIATION, MEA-NEA**

TABLE OF CONTENTS 2025-28

ARTICLE	TITLE	PAGE
I	Recognition.....	1
II	Board of Trustees Rights and Responsibilities	2
III	MCCCFA Board of Trustees Relationship	3
IV	Faculty Rights	4
V	Faculty Responsibilities	7
VI	Professional Qualifications	11
VII	Probation and Continuing Contract Status	14
VIII	Staff Reduction	19
IX	Grievance Procedure.....;;.....	21
X	Selection of Bargaining Unit Members	24
XI	Leaves of Absence	25
XII	Compensation – Placement, Advancement and Methods	34
XIII	Faculty Workload	35
XIV	Continuity of Operation	43
XV	Fringe Benefits	44
XVI	Termination and Modification	47
XVII	Conformity to Law	48
	Appendix A – Grievance Form	49
	Appendix B – Faculty Salary Schedules	52
	Appendix C – Faculty Calendars – Holidays and Vacation Days	55
	Appendix D – Definitions	58
	Appendix E – Faculty Qualifications.....	59

MASTER AGREEMENT 2025- 2028

ARTICLE I – RECOGNITION

- A. 1. The Board of Trustees of the Community College District of Monroe County, Michigan (hereafter referred to as the College), hereby recognizes the Monroe County Community College Faculty Association (hereafter referred to as MCCCFA) as the exclusive bargaining representative, as defined in Section 11 of Act 379, P. A. of 1965, for all full-time, non-administrative faculty under regular contracts, but excluding supervisory and executive personnel, office, clerical, maintenance and operating employees, professional administrative staff, adjunct faculty, student workers, administrative interns, laboratory technicians, and educational advocates.
- 2. All members of the bargaining unit shall hereinafter be referred to as "Faculty" unless otherwise specifically noted. The term "Faculty" when used hereinafter in this agreement shall refer to all full-time, non-administrative instructional faculty, the e-Learning and Instructional Support Coordinators, Professional Counselors, Disability Services Coordinators, and Librarians represented by the MCCCFA in the bargaining unit as above defined.
- 3. No supervisory duties shall be added to any position within the bargaining unit which has the effect of removing such position from the bargaining unit without prior negotiation and agreement with the MCCCFA. By supervisory duties it is meant those activities where one professional employee covered in the bargaining unit evaluates, directs or determines the activities of other professional members represented by the bargaining unit.
- B. The College agrees not to negotiate a contract with any faculty organization or individual other than the MCCCFA for the duration of this agreement.
- C. The MCCCFA agrees to represent all full-time, non-administrative faculty under regular contract.
- D. This agreement shall supersede any individual contracts, existing rules, regulations of the College or the Administration which shall be contrary to, or inconsistent with, its terms.
- E. Nothing contained herein shall be construed to deny or restrict to any faculty member rights he/she/they may have under the Michigan General School Laws or provisions of the Michigan State and United States Constitutional Laws.
- F. All individual faculty member contracts shall be made expressly subject to the terms of this agreement. Unless specifically stated in this agreement, no provision of this agreement may be waived or altered by the employer or the employee.

ARTICLE II - BOARD OF TRUSTEES RIGHTS AND RESPONSIBILITIES

- A. The Board of Trustees of the College, in its own behalf and on behalf of the electors of the College, hereby retains and reserves unto itself all rights, power, authorities, duties, and responsibilities conferred upon and vested in it by the statutes and the Constitution of the State of Michigan and the statutes and the Constitution of the United States of America. These rights and responsibilities shall include but not be limited to the following as deemed necessary and advisable by the Board.
1. To the executive management and administrative control of the College and its properties, facilities, and its employees;
 2. To hire, pay, retain, promote, demote, and dismiss its employees;
 3. To establish individual courses and programs of instruction including special programs; to keep the College buildings, equipment and instructional equipment in good repair and to furnish materials, equipment and non-teaching services to conduct the College properly; to provide for the development and utilization of facilities; to provide for athletic, recreational and social events for students;
 4. To decide upon the means and methods of instruction;
 5. To determine class schedules, the hours of instruction and the duties, responsibilities and assignments of faculty and other employees, and other contractual services, and the terms and conditions of employment.
- B. The exercise of these rights, powers, authorities, duties, and responsibilities by the College and the adoption of such rules, regulations, and policies as it may deem necessary shall be consistent with such statutory and constitutional provisions and shall be consistent with the terms of this Agreement, where applicable.

ARTICLE III – MCCCFA – BOARD OF TRUSTEES RELATIONSHIP

- A. The College shall make available to the MCCCFA, upon its official written request, official statistics and financial information related to Monroe County Community College and in possession of the College, as are necessary for negotiation of collective bargaining agreements.
- B. Payroll Deduction of Dues and Assessments
 - 1. Within thirty (30) days of the beginning of their employment hereunder, faculty may sign and deliver to the Payroll Office an assignment authorizing deduction of membership dues or assessments of the MCCCFA upon such conditions as the MCCCFA shall establish, but still subject to this Agreement. Such authorizations shall be voluntary since it is understood that the payment of dues or fees to the MCCCFA is in no way a condition of employment. Notwithstanding any other provision of this Agreement or the authorization form executed by the faculty member, any authorization for the deduction or fee as permitted by this provision shall be revocable by the faculty member by providing the College and the MCCCFA with a signed, written notice. In such event, the College shall cease making the deductions within the following thirty (30) days.
 - 2. At the beginning of the academic year, MCCCFA will send to the Payroll Office the names of the MCCCFA members, the amounts of dues and assessments to be deducted from payroll checks, and the months in which deductions are to be made. At the request of MCCCFA the Payroll Office will furnish a yearly schedule listing one date each month on which deductions will be made.
 - 3. The Payroll Office will make a payroll deduction for dues and assessments of a MCCCFA member only when the Payroll Office has in its possession an individually signed authorization and a billing from MCCCFA. Such sums deducted as dues from the regular salaries of all member faculties shall be sent to the MCCCFA Treasurer.
- C. Copies of the Agenda

The President of the MCCCFA shall be furnished with a digital copy of the agenda of each public meeting of the College's Board of Trustees with all recommended motions and public information attachments at the same time regular distribution is made.
- D. Copies of the Minutes

The President of the MCCCFA shall be furnished with a digital copy of the official minutes of each public meeting of the College's Board of Trustees at the same time regular distribution is made.
- E. Items for Board of Trustee Meetings
 - 1. Items requested by the President of MCCCFA shall appear on the Board agenda provided written request of the nature of such items is submitted to the College President's Office by noon, 10 calendar days preceding a regularly scheduled meeting. However, matters subject to this Agreement shall not be considered as agenda items.
 - 2. MCCCFA-Administrative arrangements described in E-1 shall not preclude appearances by faculty acting on their own behalf on issues other than those matters subject to this Agreement before the College in a prescribed manner.

- (a) The faculty member shall submit a written statement to the President of the College detailing the nature of the item(s) to be presented at least ten (10) calendar days prior to the regular meeting date. The faculty member may also submit a copy to the President of the MCCCFA if he/she/they so chooses.
 - (b) The faculty member shall be notified of the time and place to appear at least five (5) calendar days prior to the meeting.
 - 3. Written communications or discussions of personal petitions and grievances by faculty between and with individual Board members shall be discouraged and shall be considered unethical.
 - F. MCCCFA members shall have the privilege of transacting MCCCFA business on College property provided that such activities do not in any way obstruct the normal operations of the College.
 - G. Use of College Rooms for MCCCFA Meetings and Special Programs
 - 1. Arrangements are made in advance with the Administration.
 - 2. Meetings are scheduled within the regular College hours.
 - 3. The cost of any special maintenance and/or service charges shall be borne by MCCCFA.
 - H. The hours of 12:30- 1:30 p.m. on Tuesdays shall be reserved for meetings. No classes shall be scheduled during that time. Each month, the first Tuesday that classes are in session shall be reserved for MCCCFA meetings. The MCCCFA President may call special meetings at other times.
- Faculty workloads involving external contract demands in nursing and respiratory and business and industrial contracts shall be exempt from the provisions of this section. MCCCFA shall notify the MCCC President five calendar days in advance if MCCCFA is scheduling a meeting for the first Tuesday of the month. If a MCCCFA meeting is not scheduled, other institutional meetings may be scheduled on the first Tuesday of the month.
- I. Members of the bargaining unit who by mutual agreement between the MCCCFA and the College participate in conferences and meetings with the College, which involve or derive from this collective bargaining agreement, shall suffer thereby no loss of pay.
 - J. The MCCCFA may use College bulletin boards, faculty mailboxes and non-toll telephone calls, but excluding toll telephone calls and the P.A. system, for MCCCFA business, provided all such materials are clearly identified and the MCCCFA assumes all responsibility for such materials.
 - K. Upon the request of MCCCFA the College Business Office agrees to furnish the treasurer of the MCCCFA with the names and the division(s) of newly hired faculty fifteen (15) calendar days after the beginning of their professional duties.

ARTICLE IV – FACULTY RIGHTS

- A. 1. Faculty are citizens, members of a learned profession, and representatives of the college. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and representatives of the college, they should remember that the public may judge their profession and their institution by their utterances. Hence, they shall endeavor to be accurate, shall exercise appropriate restraint, shall show respect for the opinions of others, and shall make every effort to indicate that they are not speaking for the institution.
2. Faculty shall be entitled to full freedom in instruction, and in research and publication of the results, subject to their other academic duties and consistent with their content expertise (as determined in Appendix E).
3. Faculty shall be free to present instructional materials which are considered pertinent to the subject and consistent with the course objectives, and class subject-matter. Faculty shall be careful not to introduce into their teaching subject matter which has no relation to the class subject. Faculty shall be entitled to freedom of discussion within the classroom on all matters which are considered by appropriate professional organizations to be relevant to the subject-matter under study. The administratively authorized use of any mechanical monitor or communications device during the meeting of class shall be with the prior approval of the faculty member concerned.
4. Faculty shall be free to request any books, magazines, newspapers, or any other materials to be purchased for placement in libraries providing the request is relevant to their content expertise and professional duties. Materials are selected to provide intellectual stimulation and to satisfy the intellectual curiosity of library users. Collection in specific areas of controversy, including, but not limited to religion, race, and sexuality, is done on the basis of authority, timeliness, and appropriateness to college-level scholarship. The library recognizes its responsibility to provide access to a broad range of ideas to satisfy intellectual inquiry. The maturity of the user, as community college students, faculty, or staff, is assumed. In no case shall resources be excluded from institution libraries because of their author(s) or their scientific, economic, social, political, or religious views. No library resources shall be proscribed or removed from libraries because of partisan or doctrinal disapproval.
- B. 1. Each faculty member shall have the right upon request to see the contents of his/her/their own personnel file, the only exclusion being confidential employment credentials.
2. The faculty member shall be free to add to his/her/their own file any materials from a professional source he/she/they feels should be included in his/her/their personnel file.
3. No materials shall be added to the file unless the faculty member has been notified of such insertion. He/She/They shall be given an opportunity to examine these materials and will have an opportunity to reply in writing for insertion in his/her/their personnel file, if he/she/they so chooses.
4. No materials shall be included in the faculty member's personnel file originating from a nonprofessional source.
5. A faculty member shall have the right to remove materials determined to be scandalous or libelous by (1) mutual agreement between the College and the MCCCFA, or (2) the

Courts.

6. Disciplinary interviews, reprimands, or evaluation reviews of any kind should be held in private.
- C.
1. The college shall comply with all applicable state and federal laws and utilize best practices in any planning relating to safe working conditions. Whenever a faculty member becomes aware of a condition which they believe is a safety concern, the employee will report such condition through the College's reporting system for facilities and to their appropriate administrator.
 2. Emergency operations planning, or any plan including emergency planning, related to safe working conditions, including emergency planning, shall include representation from MCCCFA.

ARTICLE V - FACULTY RESPONSIBILITIES

A. Instructional Area Faculty

1. The Instructional faculty shall keep well informed with particular attention to the latest developments and current best practices in his/her/their subject area and teaching technology. Each faculty member shall teach his/her/their assigned courses and develop course content and appropriate instructional materials for the courses he/she/they are qualified to teach. Each faculty member shall assess student learning and outcomes for the courses they teach and assist in the assessment of the program(s) in which they teach. Each faculty member is expected to maintain current class notes for the course(s) he/she/they teach and to prepare yearly an up-to-date outline reflecting changes, if any, for his/her/their divisions and Vice President of Instruction's offices. They shall cooperate in the planning of departmental and, where appropriate, interdepartmental programs and courses.
2. e-Learning and Instructional Support Coordinator responsibilities include implementing the College's e-Learning and Instructional Support program, managing the course management system, providing professional development, training, and technical support to faculty, staff and students in the areas of instructional technology and the delivery of instruction using all modalities for teaching and learning, coordinating faculty professional development activities, teaching one course per semester, when available, and unless otherwise mutually agreed upon, and advising up to 10 students per semester.

B. Enrollment Management and Student Success

Professional Counselors, Disability Services Coordinators, and Librarians shall keep well informed in best practices and new developments and technology related to Enrollment Management and Student Success.

1. Professional Counselors responsibilities include:
 - a. Advising students.
 - b. Advising training and support for faculty, adjunct faculty counselors, deans, and directors.
 - c. Counseling students to include career assessment and development, educational planning and program selection, academic concerns, academic dismissal, and pre-graduation review.
 - d. Supporting instruction, regarding advising and career counseling, for appropriate courses.
 - e. Coordinating and supporting College transfer, recruitment, and advising events.
 - f. Collaborating with Deans and faculty on continual development and implementation of pathways, including materials and training.

- g. Referring students with academic concerns and barriers to appropriate academic resources.

2. Disability Services Coordinator responsibilities include:

Providing post-secondary services for students with disabilities including review of intake documentation, academic counseling and creating and monitoring reasonable accommodations that include campus, classroom, and testing accommodations.

- a. Training of adjunct disability services counselors.
- b. Presenting at high school recruitment programs.
- c. Preparing required reports.
- d. Determining accommodations based on current regulations per the ADA-AA, OCR cases, section 504 of the Rehabilitation Act and best practices in higher education.
- e. Maintaining appropriate departmental statistics to assess utilization of services and determine recommendations.

3. Librarian responsibilities include:

- a. Selecting, acquiring, organizing and maintaining materials and equipment as determined by College curricula and policies.
- b. Providing reference services to the College community and members of the College district.
- c. Orient students and faculty to the Learning Resources Center.
- d. Conducting bibliographic searches.
- e. Maintaining an atmosphere conducive to study and research.
- f. Supervising clerical and student personnel assigned to the Learning Resources Center.
- g. Maintaining related Learning Resources Center services consistent with professional and College criteria.

C. Faculty members are expected to participate in College-wide social, cultural and professional activities to support student functions.

D. Faculty shall attend regularly scheduled College meetings providing these do not conflict with class assignments. Special meetings may be called on 24-hour notice. If two or more meetings are scheduled, priority should be resolved with the appropriate supervisor.

- E. Each instructional faculty will serve as academic adviser, in their subject-matter area when possible, to not more than sixty-five (65) students and will maintain posted times for advising students during the advising periods. The assignment of advisees will be made on an equitable distribution of students in terms of numbers and programs.

If an arena advising system is used, the maximum 65 assigned students shall not apply. Faculty will schedule hours as required to advise students at the designated area subject to the approval of their deans or directors. Scheduled time spent in the arena advising area shall be considered to replace an equal number of scheduled office hours.

- F. Each faculty member shall be an active member of one (1) of the following during an academic year: standing committee, ad hoc committee, task force, or study group. Membership on more than one shall be by mutual agreement between the faculty member and the administration. In the event that a committee involving faculty member participation is called during a period of time designated as faculty do not report, the faculty member shall be invited to attend. Failure to attend during these periods of time will not be construed as a violation of the Master Agreement. A Study Group is a small group of volunteers formed within a council to study a specific issue, concern, or problem and make a recommendation or provide a list of considerations to be evaluated by the larger council. A Task Force is a temporary group of employees and resources organized to implement a specific decision, action, and/or initiative. An Ad Hoc Committee is a committee of volunteers formed to investigate or consider a broad topic or objective with unknown components. In most cases, ad hoc committees remain intact over extended periods of time as related tasks unfold. Most committees other than standing committees are ad hoc.
- G. Each faculty member is encouraged to share his/her/their interest and ability with the community by serving on a speaker's bureau ~~or~~, serving as a resource person, and attending recruiting events.
- H. It is expected that the faculty member will hold membership in at least one professional organization in his/her/their area of specialization.
- I. Faculty shall participate in graduation exercises. The cost of academic dress for participation in commencement exercises shall be borne by the institution. Faculty will be encouraged to participate in dedications and official College ceremonies.
- J. Each faculty member shall fulfill routine duties and responsibilities, such as filing grade reports, book orders, equipment orders, etc., necessary for smooth operation of his/her/their division and the College.
- K. A minimum of five (5) weekly office hours shall be approved by the immediate supervisor and shall be posted and maintained by the faculty member. Faculty will be in their offices for a minimum of three (3) of the five (5) posted office hours. Any deviation in office hours requires prior approval by the immediate supervisor.
- L.
1. Illnesses or accidents which require that a faculty member miss his/her/their contractual duties shall be reported promptly to the immediate supervisor's office. If the

faculty member is unable to contact the immediate supervisor's office the faculty member shall report the absence to the appropriate Vice President's office. If the faculty member cannot contact the appropriate supervisor or Vice President's office, he/she/they shall leave word with Campus Safety Services with instructions to notify the immediate supervisor as soon as possible. When notifying the College of the illness or accident, the faculty shall inform the College as to whether or not they were able to notify students of the class cancellation prior to the start of the class. In cases of in-person classes, the College will visit the classroom/lab or other instructional location to notify students in attendance of the cancellation, regardless of whether the faculty was able to notify students of the cancellation.

2. In cases other than illness, accidents, or personal business days, a request to be absent from contractual duties shall be made to the immediate supervisor who will make the determination.

- M. In keeping with professional ethics, faculty members wishing to resign will submit their intent of resignation to the President of the College in writing by February 1. An official resignation must be submitted in writing to the President of the College by March 1.
- N. Resignations may be accepted at times other than described in Section M when it is mutually agreed that the action is in the best interest of the individual and the College.

ARTICLE VI - PROFESSIONAL QUALIFICATIONS

A. All faculty appointments shall be made by the President of Monroe County Community College or his/her/their designee, within the framework of the budget and guidelines as established by the Board of Trustees.

1. The primary requirement for appointment as a member of the teaching faculty is evidence of potential success as a community college teacher. While certainly not exclusive of an interest and proficiency in research, the dedication to teaching in the community college is paramount.
2. The primary requirement for appointment as a member of Enrollment Management and Student Success is evidence of potential success as a community college professional in each respective area.
3. All faculty appointments shall be consistent with institutional and specialized program accreditation standards and guidelines for determining qualified faculty (such as the HLC [Higher Learning Commission] and ACEN [Accreditation Commission for Education in Nursing]) as described in Appendix E.
4. This evidence in either of the three areas above will include but not be limited to the following criteria:
 - (a) The faculty candidate should possess a Master's degree in the subject-matter area from a regionally accredited institution as defined by The Database of Accredited Postsecondary Institutions and Programs (U.S. Department of Education) - latest published edition.

OR IF NOT, THEN

- (b) The faculty candidate with a Master's degree, but not in the subject-matter area should be able to present evidence of a graduate major, with graduate level work in the subject-matter area totaling a minimum of eighteen (18) semester hours of credit from a regionally accredited institution as defined by The Database of Accredited Postsecondary Institutions and Programs (U.S. Department of Education) - latest published edition.

Under both "a" and "b" above, of prime importance in the selection among candidates should be the extent and degree to which undergraduate work provides a solid foundation and adequate complement to the graduate work in the field of specialization. It is the total of graduate and undergraduate work that must be appraised.

- (c) If the faculty candidate is to be employed whose qualifications make strict applicability of the above provisions inappropriate, then alternate degrees, professional licenses or certificates, practical experience and training, or other qualifications may be recognized in lieu of the formal degree. See Appendix E.
 - (d) The faculty candidate should be able to present evidence of work in professional education with some course work, preferably pointed toward teaching at the community college level.

- (e) Librarian candidates shall possess a Master of Arts or Master of Science degree in library science or information studies with a program specialization in information and library science, both from an American Library Association-accredited program.
 - (f) The minimum requirement for Professional Counselors is a Master's degree in counseling from a regionally accredited institution as defined by The Database of Accredited Postsecondary Institutions and Programs (U.S. Department of Education) - latest published edition.
 - (g) The minimum requirement for Disability Services Coordinators is a Master's degree in Counseling from a regionally accredited institution as defined by The Database of Accredited Postsecondary Institutions and Programs (U.S. Department of Education) - latest published edition AND L.P.C. Licensed Professional Counselor or L.L.P.C. Limited Licensed Professional Counselor.
 - (h) The minimum requirement for e-Learning and Instructional Support Coordinators is a Master of Arts, Master of Education, or Master of Science in educational media or technology with coursework in one of the following subfields, but not limited to instructional technology, educational media, human performance technology, from a regionally accredited institution as defined by The Database of Accredited Postsecondary Institutions and Programs (U.S. Department of Education) - latest published edition.
 - (i) Every attempt shall be made to fill each vacancy with the best qualified person available.
 - (j) A major consideration will be the manner in which the particular combination of course work applies most specifically to the immediate needs of the College and/or to the projected needs of the College.
5. All positions in the bargaining unit shall be filled without discrimination as to sex, gender, race, color, religion, national origin or ancestry, age, disability, marital status, genetic information, sexual orientation, gender identity/expression, height, weight, veteran's status, membership or participation in, or association with, the activities of any professional or teacher organization, or any other status or characteristics protected by federal or state law.
 6. First notice shall be given to existing staff to fill any and all vacancies.
 7. Notice of all administrative vacancies and newly created administrative positions shall be sent to the President of MCCCFA and all faculty at least thirty (30) calendar days prior to filling said vacancy. In the event a vacancy occurs which must be filled in less than thirty (30) calendar days, the period of required notice may be waived. A faculty member who applies for a vacancy but is denied appointment to fill said vacancy shall be given a written denial of appointment explaining why appointment was denied. A denial is not grievable.
- B. Faculty members deemed by the College to lack minimum credentials required to teach in their subject-matter area(s) (see Appendix E), shall be afforded the opportunity to update credentials. The faculty member shall submit a Credentialing Update Plan (CUP) to the Vice President of Instruction for approval within six (6) months from time of notification. The plan shall include a timeline, not to

exceed three (3) years from the CUP approval date. In the case the faculty member faces unforeseeable circumstances during the implementation of the CUP, a reasonable extension shall be considered. The CUP may include any of the following actions:

- New coursework/certification in the subject-matter area
- Further coursework/certification in the subject-matter area
- Experience in the subject-matter area
- Research or scholarly work in the subject-matter area
- Other equivalent experiences

Faculty shall be assigned courses they are qualified to teach while pursuing a CUP in order to maintain full-time faculty status. In the event that an entity outside of the college mandates a change in minimum credentials, the college will pay for all required education and/or training costs.

ARTICLE VII – FACULTY PROBATION AND CONTINUING CONTRACT STATUS

A. Probation Status

1. All faculty shall serve a probationary period of three (3) years. During this period the faculty member shall receive an annual contract as negotiated. The probationary period shall commence when the faculty member first rendered service to the College on a regular full-time appointment.
2. The performance of all probationary faculty members shall be evaluated in writing.
3. During the probationary period, faculty members shall have their classrooms, laboratories, or other places where they perform their contractual obligations as may be applicable, observed by appropriate members of the administrative staff and who shall review the observation with him/her/they. The appropriate administrator for the purpose of observation and evaluation is the immediate supervisor, the division dean, Vice President in charge of the area, or the President of the College. Faculty assigned courses in their division, but teaching a course(s) which is specifically designed as a part of a program in another division, may have their performance observed by the administrator responsible for that program upon notification by the faculty member's immediate supervisor.
4. The frequency and procedure to be followed in making observations and evaluations will be determined by the appropriate administrative officer which shall include at least one observation and subsequent report each semester and one performance evaluation and subsequent report each year of probation. A copy of all observation and performance evaluation reports shall be sent to the faculty member and a conference scheduled to discuss each observation and evaluation.

(a) Observations

- (1) The administrator shall provide the faculty member a written report of the observation within ten (10) business days of the observation. The administrator shall schedule a face-to-face meeting with the faculty member to take place within fourteen (14) business days of the observation unless otherwise agreed upon by the administrator and the faculty.
- (2) Subject-matter experts shall be permitted to observe faculty for the purpose of meeting external licensure, certification and/or accreditation requirements. The appropriate administrator must accompany the subject-matter experts during the entirety of the observation, unless the observation is taking place as part of a larger accreditation or licensure visit and prohibited by the accrediting body or licensing agent. The administrator shall contact the faculty and request 2-3 dates to conduct the observation. The faculty shall be informed at least one week in advance of the confirmed date of the observation. The administrator shall share the name, title, qualifications, and years of work experience related to the subject-matter expert's area of expertise with the faculty at least one week in advance of the scheduled observation. Faculty who identify a conflict of interest based on review of the subject-matter names shall immediately inform the dean who will schedule a different subject-matter expert. The process will be repeated until there are no

identified conflicts of interest. At no time shall the faculty be identified by name, either on the observation form or subsequent discussions regarding the observation. In the case it is required that the observation be formally reported to an external body, the College and MCCCFA shall mutually agree upon the form, guidelines, and process used to document the observation. At no time shall the observation forms be considered a professional source for the purpose of evaluating MCCCFA members. No more than one observation for the same course shall be conducted in a single semester. Exceptions to this practice shall be by mutual agreement between the division dean and the faculty member.

(b) Performance Evaluations

The administrator shall provide a written report of the performance evaluation and schedule a face-to-face meeting with the faculty to review the performance evaluation prior to the end of each probation year.

5. Faculty on probationary status who are not considered for annual contract renewal or are not considered for continuing contract will be notified in writing by the President of the College or his/her/their designee with the reason(s) for the action no later than ninety (90) days prior to the expiration of his/her/their contract. The faculty member may request a review of the decision with the President of the College. Failure to give such notice shall result in the faculty member receiving a second or third year probationary contract or continuing contract status, whichever is applicable.
6. If the procedures under Section A have been followed, termination of services, failure to re-employ any probationary teacher, or not placing a probationary teacher on a continuing contract are not subject to the grievance procedure.

B. Continuing Contract Status

1. The performance of all faculty on continuing contract may be evaluated in writing.
2. Faculty members may have their classrooms, laboratories, or other places where they perform their contractual obligations as may be applicable, observed by appropriate members of the administrative staff who shall review the observation with him/her/them. The appropriate administrator for the purpose of evaluation is the immediate supervisor, the division dean, Vice President in charge of the area, or the President of the College. Faculty assigned courses in their division, but teaching a course(s) which is specifically designed as a part of a program in another division, may have their performance observed by the administrator responsible for that program upon notification by the faculty member's immediate supervisor.
3. The frequency and procedure to be followed in making observations and evaluations will be determined by the appropriate administrative officer, and usually shall not exceed two observations and subsequent reports every four years and usually shall not exceed one performance evaluation and subsequent report every two years. A copy of all observation and performance evaluation reports shall be sent to the faculty member and a conference scheduled to discuss each observation and evaluation.

(a) Observations

- (1) The administrator shall provide the faculty a written report of the observation within ten (10) business days of the observation. The administrator shall schedule a face-to-face meeting with the faculty to take place within fourteen (14) business days of the observation unless otherwise agreed upon by the administrator and the faculty.
- (2) Subject-matter experts shall be permitted to observe faculty for the purpose of meeting external licensure, certification and/or accreditation requirements. The appropriate administrator must accompany the subject-matter experts during the entirety of the observation, unless the observation is taking place as part of a larger accreditation or licensure visit and prohibited by the accrediting body or licensing agent. The administrator shall contact the faculty and request 2-3 dates to conduct the observation. The faculty shall be informed at least one week in advance of the confirmed date of the observation. The administrator shall share the name, title, qualifications, and years of work experience related to the subject-matter expert's area of expertise with the faculty at least one week in advance of the scheduled observation. Faculty who identify a conflict of interest based on review of the subject-matter names shall immediately inform the dean who will work to schedule a different subject-matter expert. The process will be repeated until there are no identified conflicts of interest. At no time shall the faculty be identified by name, either on the observation form or subsequent discussions regarding the observation. In the case it is required that the observation be formally reported to an external body, the College and MCCCFA shall mutually agree upon the form, guidelines, and process used to document the observation. At no time shall the observation forms be considered a professional source for the purpose of evaluating MCCCFA members. No more than one observation for the same course shall be conducted in a single semester. Exceptions to this practice shall be by mutual agreement between the division dean and the faculty member.

(b) Performance Evaluations

The administrator shall provide a written report of the evaluation and schedule a face-to-face meeting with the faculty member to review the performance evaluation prior to the end of the academic year.

4. A faculty member will maintain and enjoy the privilege of continuing contract unless there is reason for termination of his/her/their continuing contract status for good and adequate cause. Good and adequate cause shall include:
 - (a) Incompetency
 - (b) Conviction of a felony
 - (c) Conviction of contributing to the delinquency of minors
 - (d) Gross immorality
 - (e) Knowledgeable falsification of information on original employment application
 - (f) Refusal to perform contractual responsibilities.

5. The faculty member attaining continuing contract status shall receive a written continuing contract which will guarantee that the services of the faculty member will be terminated only for good and adequate cause. Services will be terminated in the case of retirement or under extraordinary circumstances which are defined as acts of nature, wars, insurrections or other situations which limit and restrict the full operation of the College or the full operation of the division of assigned work of the faculty member.
- C. Procedure for Terminating the Contract of a Faculty Member who has Received Continuing Contract Status
1. Notice of Intent to Recommend Termination:
A notice of the intention to recommend termination of the contract must be furnished to the faculty member from the President at least one semester prior to time of dismissal. A written statement of the reasons for termination must accompany this notice and must include an identification of key witnesses and a short summary of their anticipated testimony, if applicable.
 2. Pre-Termination Hearing Request:
Within 20 calendar days after receipt of this notice, the faculty member may request a pre-termination hearing with the President of the College. Such request must be presented to the President or his/her designee in writing.
 3. Pre-Termination Hearing:
The pre-termination hearing must be held within ten (10) calendar days after the President or his/her/their designee has received the request for the hearing. The faculty member may be represented by counsel and may call such witnesses as may be deemed necessary and/or may submit rebuttal affidavits. Additionally, the faculty member shall have an opportunity to present mitigating circumstances for consideration. At his/her/their option, the hearing may be:
 - (a) A closed hearing
 - (b) A hearing with a maximum of three representatives of the faculty in attendance
 - (c) An open hearing

The President or his/her/their designee shall act as the presiding administrator at the pre-termination hearing.
 4. Pre-Termination Hearing Decision:
The President or his/her administrative designee must furnish the faculty member with a written decision of the result of the hearing within three (3) calendar days. If the President determines to proceed with the recommendation to terminate, he/she/they shall supply the following material to the Board of Trustees: (1) a copy of the initial notice of intent to recommend termination, (2) copies of any responsive materials filed by the faculty member, and (3) a copy of the pre-termination hearing decision.
 5. Board of Trustees' Pre-Termination Hearing:
If the faculty member does not accept the President's pre-termination hearing decision, he/she/they may request a pre-termination hearing with the Board of Trustees. This request must be made in writing to both the chairperson of the Board of Trustees and the President of the College within five (5) calendar days of the receipt of the pre-termination hearing decision. The Board of Trustees' pre-termination hearing will be scheduled and conducted

according to the provisions of step 3 of this procedure, except that the Board Chairperson or his/her/their designee shall act as the presiding trustee at the Board of Trustees' pre-termination hearing.

6. Board of Trustees' Decision:

The Chairperson of the Board of Trustees or his/her/their designee must furnish the faculty member a written decision of the results of the hearing within seven (7) calendar days. If a decision is to terminate the faculty member's contract, it shall be denominated: "Official Notice of Contract Termination".

7. Appeal Procedure:

If the faculty member does not accept the Board's decision, he/she/they may request an appeal hearing. This request must be made in writing and transmitted to the Chairperson of the Board of Trustees, the President of the College, and the President of the MCCCFA within five (5) calendar days of the receipt of the official notification of contract termination. The appeal hearing must be held within fifteen (15) calendar days of receipt of the faculty member's request. The appeal hearing shall be conducted before a five-member panel consisting of two members of the administration, two members of the faculty and a fifth person selected by these four. In the event that the fifth member cannot be agreed upon, the panel shall request that the State Labor Mediation Board shall select the fifth member. The President of the College shall select the two members to be appointed to this special panel. The faculty member shall select two members of the faculty of his/her/their own choosing to this panel. This hearing would be closed except for counsel and such witnesses as may be deemed necessary. The fifth member of the panel shall be responsible for delivering the written decision to the faculty member within five (5) calendar days of the conclusion of the hearing. Any expense incurred in connection with the special hearing would be borne equally by the faculty member and the College. The decision shall be final and binding.

D. Procedure for Suspension of Faculty on Probationary or Continuing Contract

The College reserves the right to suspend immediately, with pay, when any faculty member is charged with serious misconduct. The hearing as outlined in Step C-3 shall take place at the next scheduled meeting of the Board or within fourteen (14) calendar days provided that at least seventy-two (72) hours' notice can be given to the Board members. The Chairperson of the Board of Trustees must furnish the faculty member a written decision of the results of the hearing within seven (7) calendar days. This decision shall be final and binding for faculty members on probationary contract. For faculty members on continuing contract procedures as contained in C-7 of this article will be followed.

E. If procedures outlined in Sections B, C and D have been followed, then the decision and the termination of services under Sections B, C and D of a faculty member are not subject to the grievance procedure.

ARTICLE VIII - STAFF REDUCTION

- A. Whenever it is necessary to decrease the size of the faculty due to but not limited to insufficient funds or substantial decrease of student population, the College, upon recommendation of the President, may cause the necessary number of faculty members to be placed on involuntary leave of absence, without pay.
1. The criteria for retention shall be College seniority in accordance with the subject-matter qualifications as described in Article VI and Appendix E.
 2. If a faculty member who is to be placed on an involuntary leave of absence without pay is qualified to perform scheduled duties in another instructional area or the Enrollment Management and Student Success area that faculty member shall be reassigned to the following duties in the following order:
 - a. duties performed by part-time faculty;
 - b. extra-contractual duties;
 - c. teaching duties performed by professional administrative staff;
 - d. teaching duties performed by administrators;
 - e. duties performed by temporary full-time faculty;
 - f. duties performed by probationary faculty members;
 - g. duties performed by continuing contract faculty members with less seniority.
 3. If a question arises regarding whether or not a faculty member is qualified to perform scheduled duties in another instructional area or Enrollment Management and Student Success area, then the Vice President into whose area the faculty member desires to be transferred will issue a determination based on the provisions of Article VI and Appendix E of this Agreement.
 4. When circumstances shall be appropriate, each faculty member placed on involuntary leave of absence as aforementioned shall be offered re-employment. The criteria for re-employment shall be the same as in Article VIII, A. 1. and A. 2. above, except that qualifications acquired after being placed on involuntary leave of absence may not be used to bump a continuing contract faculty member not previously placed on involuntary leave.
 5. Such re-employment shall not result in loss of status or credit for previous years of service at Monroe County Community College.
- B. No new appointments shall be made while there are available faculty members on involuntary leave of absence and who are qualified to fill the vacancies as described in Article VI unless such faculty members shall fail to advise, in writing, the President or his/her/their designee of their acceptance of employment within twenty-one (21) calendar days from date of notification by the President, or his/her/their designee, of positions available.

- C. Faculty members, and administrators on continuing contract status, shall be credited with all service within the College as administrators as well as with any teaching performed within the College for determining the order of their seniority within the College.
- D. Faculty members on involuntary leaves of absence in excess of three (3) years shall be excluded from the provision outlined in Section B, Article VIII, Staff Reduction.

ARTICLE IX - GRIEVANCE PROCEDURE

A. General Provisions

1. Any faculty member, group of faculty members, MCCCFA or administrator believing that there has been a violation of any provision of this agreement may initiate a grievance.
2. The policy for presenting grievances shall be consistent with Section II of Public Act 336, 1947, as amended.
3. The "aggrieved person" is the person or persons initiating the grievance.
4. All discussions shall be kept confidential among the involved parties including but not limited to, the aggrieved party, the MCCCFA representative, and the administration in the absence of the consent of the aggrieved. Hearings and conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. When such hearings and conferences are during College hours all employees whose presence is required shall be excused for that purpose, with no reduction in pay.
5. The failure of an administrator at any step to communicate his/her/their decision on the grievance to the aggrieved party within the prescribed time limits set forth in this grievance procedure shall require that the relief requested be granted.
6. The failure of the grievant to appeal a decision to the next highest step within the time limits prescribed in the grievance procedure shall constitute a withdrawal and shall bar further action on that faculty member's grievance.
7. The number of days indicated at each step should be considered as maximum and every effort should be made to expedite the process. Time limits may be extended by mutual consent.
8. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of participants.
9. All documents shall be submitted in person during regular College business hours, when the receiving office is published to be open. The receiving party, including the intended Vice President or the President, or a representative of their office, shall sign the grievance form (See Appendix A). Upon the return of documents to MCCCFA, when the Grievance chair is not available, secured documents may be received and the grievance form signed by a member of the MCCCFA Executive Board. The signature shall be considered receipt of the submission. The deadline for submitting grievances and responding to submissions and subsequent filings and responses shall begin on the day after receipt.

10. The aggrieved person shall at all steps of the procedure have the right to counsel.
- B. A faculty member who believes he/she/they have reason to be aggrieved is strongly encouraged to talk informally with his/her/their immediate supervisor or appropriate administrator to the end that the matter can be resolved without using the grievance procedure. No written records of such conversations need be maintained.
- C. Procedure for Processing a Grievance
 1. Step I: The form titled "Grievance Form" (See Appendix A) shall be completed and filed with the immediate supervisor or appropriate administrator.

The form shall be submitted within fifteen (15) business days of the date of the alleged violation:

- (a) by the faculty member in person on his/her/their own behalf;
- (b) by the faculty member accompanied by MCCCFA representative;
- (c) through the MCCCFA representative if the faculty member so requests;
- (d) by the MCCCFA representative in the name of MCCCFA (Association Grievance). The administrator shall issue a written determination within eight (8) business days of the date the grievance form is filed with him/her/them.

A grievance filed by the MCCCFA on behalf of the faculty members in more than one division shall be filed at Step II of the grievance procedure. If the grievance is initiated at Step II, it shall be filed within fifteen (15) business days of the alleged violation. The Vice President shall issue a determination within eight (8) business days of the date the grievance form is filed with him/her/them.

2. Step II: Appeal of determination of the original grievance of the immediate supervisor at Step I may be made by presenting a written appeal to the appropriate Vice President within five (5) business days of receipt of the determination. The Vice President shall issue his/her/their written determination within eight (8) business days of receipt of the appeal.
3. Step III: Appeal from the determination of the original grievance of the Vice President at Step II may be made by presenting a written appeal to the President of the College within five (5) business days of receipt of the determination. The President shall issue his/her/their written determination within eight (8) business days of the receipt of the appeal.
4. Step IV: If the faculty member or the MCCCFA is dissatisfied with the decision of the President, MCCCFA may refer the matter to arbitration by delivering written

notice of this desire to the College President within eight (8) business days of receipt of his/her/their decision. MCCCFA shall make application for arbitration within twenty (20) business days of its notification to the College President. Failure to make written application within the stated business days shall constitute withdrawal and shall bar further action on the grievance.

5. Step V: The arbitrator shall be mutually selected from a list submitted by the American Arbitration Association. The decision of the arbitrator shall be final and binding on both parties provided that the arbitrator shall confine his/her/their opinion to the sole question of whether or not there has been a violation of this agreement. He/she/they shall give no opinion with respect to any matter left by this Agreement or by law to the discretion of the College.

- (a) The result of the arbitrator's decision shall be implemented within ten (10) business days of receipt of the decision. Extension of this time limit may be mutually agreed upon.
- (b) The College and the MCCCFA will each pay one-half of the AAA's and arbitrator's fees and expenses.

ARTICLE X - SELECTION OF BARGAINING UNIT MEMBERS

It shall be the policy of the College to encourage faculty participation in the selection of members represented by the bargaining unit.

When a faculty position represented by the bargaining unit is open, members of the respective division, who are on campus and are available, shall have the opportunity to review applications, interview candidates and recommend appointees for the vacancy.

ARTICLE XI - LEAVES OF ABSENCE

A. Professional Leaves

1. General Provisions

- (a) Professional leaves shall be limited to:
 - (1) Advanced study leaves
 - (2) Sabbatical leaves
 - (3) Leaves for exchange teaching and/or assignment
 - (4) Leaves for foreign country or military school teaching and/or assignment
 - (5) Leaves for participation in National Defense Science and Engineering Graduate Fellowship Programs and National Science Foundation Graduate Research Fellowship Programs, and other similar college-level programs
 - (6) Leaves for employment in industries or businesses related to teaching and/or assignment area
- (b) Application for professional leave shall be filed with the appropriate Vice President not later than March 1 for fall or October 1 for winter. Approval or denial of the request shall be rendered in writing no later than sixty (60) calendar days after the deadline for such a request. Applications for professional leave may be accepted at other times when it is mutually agreed that the action is in the best interest of the individual and the College.
- (c) A faculty member on professional leave shall receive any regularly scheduled salary increase granted, and shall also be subject to any general salary adjustment which may be affected.
- (d) Contractual benefits or rights accumulated by a faculty member prior to the effective date of the leave of absence shall be carried forward and credited to the faculty member upon his/her/their return.
- (e) At least sixty (60) calendar days before the expiration date of the leave the faculty member in writing must notify the appropriate Vice President of his/her/their intention to return as agreed, or request an extension of the leave.
- (f) A faculty member returning from a professional leave shall have the right to return to the position from which he/she/they left. In the event of the elimination of the position in the interim, seniority at Monroe County Community College will be the determining factor in filling staff assignments for which the faculty member is qualified.
- (g) All professional leaves with the exception of sabbatical leaves and exchange teaching and/or assignment leaves shall be without pay from the College.
- (h) Replacements or substitutes for faculty on leave may be employed on a term appointment basis and will be temporary employees.

2. Specific Provisions

(a) Advanced Study Leaves

A faculty member may be granted a leave of absence without pay for advanced study.

(b) Sabbatical Leaves

(l) Sabbatical leaves shall be interpreted as leave from duty granted to a continuing contract faculty member for the purpose of improving his/her/their instruction.

1. All sabbatical leaves shall be limited to purposes that clearly promise reciprocal advantage to the College as determined by the College through the enhancement of personal competence by study, research, writing, travel, or cognate pursuits or any combination thereof. Sabbaticals shall be a resource available to faculty-participating in a Credentialing Update Plan.

2. In determining their recommendations on requests for sabbatical leave, the appropriate divisional dean or director, Vice President and the President shall consider the following items:

- a. The extent of the applicant's professional study and growth, and contribution and successful service to the institution during preceding service.
- b. The extent to which plans submitted for use of time while on leave are definite and educationally constructive.
- c. The length of uninterrupted service at Monroe County Community College.
- d. Reasonable and equitable distribution of applicants among the divisions of the College.

3. Sabbatical leaves may be granted to faculty members after seven (7) consecutive years of full-time employment at M.C.C.C. subject to availability of funds and approved by the Board of Trustees. Faculty approved for a Credentialing Update Plan are excluded from the seven (7) year restriction.

The leave may be granted for one (l) year at one-half (1/2) of the contractual salary or for one (l) semester at full contractual salary.

The person accepting a sabbatical leave must have a well-defined plan of study which is to be presented in writing to the President and the Board of Trustees. The faculty member who is granted a sabbatical leave will be required to return to his/her/their duties at the College for at least one (l) year and to submit in writing a report regarding the use of his/her/their sabbatical leave to the President and Board of Trustees. If the faculty member does not return to the service of the College, full restitution of any

compensation paid to him/her/them during the sabbatical leave must be made to the College.

(c) Leaves for Exchange Teaching and/or Assignment

- (1) After having attained continuing contract at Monroe County Community College, a faculty member may be granted a one-year leave with pay for a reciprocal exchange teaching and/or assignment.
- (2) Any request for such leave shall be judged by the College upon its merits; namely, what benefits can be derived from such an assignment.
- (3) The plans, as formulated by the Department of Education, in which each exchange faculty member remains under the control of the home district in matters of pay, tenure, and other related considerations, shall be in full effect, providing such plans do not conflict with provisions of this Agreement. In such cases, the provisions of this Agreement shall apply.

(d) Leaves for Foreign Country or Military School Teaching and/or Assignment

After having attained continuing contract at Monroe County Community College, faculty members may be granted leave for foreign country or military school teaching and/or assignment.

(e) Leaves for Participation in National Defense Science and Engineering Graduate Fellowship Program and National Science Foundation Graduate Research Fellowship Program

National Defense Science and Engineering Graduate Fellowship Leaves and National Science Foundation Graduate Research Fellowship Leaves or similar leaves may be granted.

B. Personal Leaves

1. General Provisions

(a) Personal Leaves shall be limited to:

- (1) Sick leave
- (2) Extended health leaves due to physical and mental causes
- (3) Childcare
- (4) Family medical leave
- (5) Extended leave for care of family members
- (6) Military leaves
- (7) Leaves for public service

- (8) Leaves for jury duty and subpoenaed witness
 - (9) Bereavement
 - (10) Personal business
 - (11) Association Days
 - (12) Other leaves will be considered on the basis of the merits of each individual request by the appropriate administrator.
- (b) A faculty member returning from personal leave shall have the right to return to the position which he/she/they left. In the event of the elimination of the position during the interim, seniority at Monroe County Community College shall be the determining factor in filling staff assignments for which the faculty member is qualified.

2. Specific Provisions

(a) Specific provisions include:

1. Sick Leave

Sick leave will be accumulated at the rate of 1½ days per month of service. Fifteen (15) days will be allowed as a loaned benefit which must be repaid to the College out of future earned sick leave accumulation; or, should service terminate after this bank credit is used and before it is repaid, it will be considered a debt to the College and deducted from salary. A faculty member upon request to the Business Office shall be informed of the number of his/her/their accumulated sick leave days.

There is no limit on the number of sick days that can be stored in a bank of accumulated sick days. However, a faculty member is only allowed to use sick leave that will cover him/her/them through ninety (90) calendar days.

Once a faculty member who has been on sick leave or LTD returns to work, he/she/they is again eligible to draw upon his/he/their bank of sick days through ninety (90) additional calendar days (if his/her/their bank of accumulated days is sufficient to cover ninety (90) calendar days). This procedure may be repeated until the faculty member's bank of accumulated sick leave is exhausted.

2. Extended Health Leaves Due to Physical or Mental Causes

- a. Under predictable circumstances, when medical opinion indicates the faculty member will be absent from work for more than two (2) weeks, he/she shall request extended health leave.

Extended health leave due to physical or mental causes shall be granted to faculty members upon their request and recommendation by the President. Such request shall be in writing and shall be accompanied by a written diagnosis by the

attending physician including a projected return date if feasible. Days used for this purpose shall be charged at the faculty member's option to his/her/their sick leave bank. Such extended health leave may be considered for renewal at least every six (6) months.

After a faculty member has been on long-term disability for one year, the faculty member shall meet jointly with MCCCFA and the College for an update.

- b. Under predictable circumstances request for an extension of such leave or notice of intention to return must be made in writing at least sixty (60) calendar days prior to the termination date of the leave. Failure to return after termination date of the leave will constitute faculty resignation. Before returning to work the faculty member must provide a doctor's statement attesting to his/her/their fitness. The College may at its expense require a concurring opinion from its physician before agreeing to the faculty member's return. In the absence of concurrence, additional medical evidence may be required at the College's expense from a mutually agreeable source.

When the extended health leave requested is shorter than ninety (90) days, the faculty member will not be subject to the sixty (60) day notification requirement. Details relating to notification of return will be as agreed upon between the faculty member and his/her/their immediate supervisor.

- c. Faculty members shall utilize FMLA leave for these periods, to the extent possible.

3. Child Care

- a. Upon written request to the President of the College, a faculty member may be granted a leave of absence without pay not to exceed twelve months for the care of dependent child/children.
- b. If the leave request is for a period longer than ninety (90) calendar days, the faculty member must submit in writing to the appropriate Vice President either his/her/their intention to return or a request for an extension of the leave at least thirty (30) days prior to the expiration date of the leave.
- c. Faculty members shall utilize FMLA leave for these periods, to the extent possible.

4. Family Medical Leave

A faculty member who has worked for the College for at least one (1) year and has provided at least 1,250 hours of service during the prior twelve (12) months, may be granted an unpaid family or medical leave of absence for a specified period not to exceed twelve (12) weeks (or twenty-six (26) weeks under subparagraph c, below).

- a. Leaves under this provision may be for the faculty member's serious health condition, as allowed by the Family and Medical Leave Act, provided the applicable need is made known to the College in accordance with the provisions of this Article and the FMLA, is supported by a proper doctor's certificate and, as requested, FMLA medical certification showing the nature of the illness and the estimated length of time the faculty member will be unable to perform his/her/their job. The College may require second and third opinions, as allowed by FMLA.
- b. The leave of up to twelve (12) weeks may also be: to care for a family member with a serious health condition; to care for a newly born child or a child newly adopted by the faculty member or under foster care by the faculty member within one (1) year of the placement; or for qualifying exigencies, as defined by the FMLA, related to a faculty member's spouse, son, daughter or parent who is a military member on covered active duty (or has been notified of an impending call or order) to covered active duty status to a foreign country, as provided for by the FMLA.
- c. An eligible faculty member is also entitled up to twenty-six (26) weeks of leave during a twelve (12) month period to care for a covered military service member or veteran who is the faculty member's spouse, parent, child or next- of-kin, with a qualifying serious injury or illness, under the FMLA.
- d. During this leave, the College shall continue to contribute its share of the faculty member's premiums for health insurance, as required by the FMLA. During such leave, the faculty member shall be required to furnish a similar report from a doctor when requested periodically by the College as allowed by the FMLA.
- e. Leaves may be taken intermittently as allowed by the FMLA, and the employee may be reassigned in such cases, as allowed by the FMLA. When leave is taken on an intermittent basis under the FMLA, the employee must follow the College's regular attendance call-in procedures to report an unforeseeable absence.
- f. Upon the expiration of said leave, the faculty member shall furnish the College with a statement, signed by a physician, which establishes the fitness of the faculty member to return to the employee's job. Return near the end of a term may be restricted for teaching staff, as allowed by the FMLA. Should the College have reason to doubt the fitness of the employee to return to the employee's job, the College may, at its own expense, require the employee to pass a physical examination to the satisfaction of a physician appointed by the Employer prior to the employee's return to work.
- g. This provision will be construed and applied in a manner consistent with the requirements of the FMLA. This provision is not intended to provide rights greater than those provided by the FMLA, and the

College retains all rights allowed to it under that law. Faculty members may be required to exhaust paid leaves, as allowed by the FMLA, concurrent with the FMLA leave.

- h. On returning from leave, the faculty member is entitled to be reinstated to his/her/their former position or an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment, subject to Article VIII.
- i. In caring for an immediate family member, the faculty member is able to take five (5) days sick time to avoid loss of wages.

5. Extended Leave for Care of Family Members

A leave without pay not to exceed twelve (12) months (inclusive of FMLA leave) may be granted to faculty member to care for ill members of his/her/their immediate family upon written request by the faculty member and recommendation of the appropriate Vice President. Other conditions will be considered on the merits of each individual case.

At least sixty (60) calendar days before the expiration date of the leave, except to the extent the leave is an FMLA leave, the faculty member must submit in writing to the appropriate Vice President either his/her/their intention to return, as agreed, or a request for an extension of the leave.

6. Military Leaves

- a. Any faculty member at Monroe County Community College who is conscripted into the Defense Forces of the United States for military service shall be granted a military leave and shall retain job rights and seniority in accordance with the provisions of applicable federal and state laws. A faculty member who intends to enlist may be granted a military leave upon written request to the President and upon the recommendation of the President.
- b. Written request to return from leave must be made as required by applicable law.
- c. A faculty member shall not take temporary military leave during the academic year unless he/she/they cannot take the leave at any other time. In such cases, a letter from the faculty member's commanding officer, attesting to the facts that (1) he/she/they is ordered to temporary military duty and (2) he/she/they could not serve at any time other than the time period so ordered, must be on file in the office of the appropriate Vice President before the faculty member is granted the leave.
- d. The reservist or member of the national guard will be paid the difference between his/her/their College salary earned during the regular faculty contract year if his/her/their military pay is less than his/her/their daily College rate. Differential pay is limited to a total of twenty (20) months of military service during the regular faculty contract year(s).

7. Leaves for Public Service

Upon recommendation of the President, a faculty member may be granted leave for public service, subject to sufficient notice to make adequate provision for replacement. Such leave may include but is not limited to:

- a. Service as a public official
- b. Service in the Peace Corps

8. Jury Duty and Subpoenaed Witness

A faculty member who is summoned and reports for jury duty or is subpoenaed and reports as a witness in any judicial hearing shall receive a leave of absence and shall be paid at his/her/their regular salary rate. All jury duty fees and witness fees shall be turned over to the College.

9. Bereavement

A faculty member shall be entitled to a maximum of five (5) days of absence without loss of salary in the event of death of any member of either spouse's immediate family. Members of the immediate family are defined as mother, father, foster parents or children, husband, wife, son, daughter, brother, sister, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandchildren or a relative living in the immediate household. Leave taken for this purpose shall be charged to the member's sick leave bank.

10. Personal Business

The number of days allowed annually for reasons of personal business shall be limited to three (3). These days shall be deducted from accumulated sick leave. These days shall be granted at the request of the faculty member when he/she/they notifies the appropriate supervisor twenty-four (24) hours in advance, but these days shall not be taken the work day immediately prior to and/or immediately following a scheduled holiday and/or vacation period, or during scheduled Work Days (Appendix C). No more than two (2) personal business days shall be used consecutively. The faculty member need not state the nature of his/her/their personal business.

11. Association Days

The College shall allow MCCCFA representatives time off with pay to attend state and/or national association workshops, conferences, conventions, and other activities provided that the total of time so taken shall not exceed five (5) days per calendar year. Such days shall be allowed to MCCCFA. These days shall be granted at the request of the MCCCFA President when he/she/they notifies the appropriate supervisor a minimum of twenty-four (24) hours in advance and the appropriate supervisor approves the arrangements made to cover the contractual duties.

Association days shall not be used for lobbying or attendance at sympathy strikes or protest in other districts. An accurate record of days used for Association days shall be kept. The MCCCFA President shall notify the Vice President of Finance and Administration when these days are being used. A day charged to this provision shall be in one-half (1/2) or full day increments.

C. Insurance Coverage While on Leave

1. The following leaves include full insurance coverage for the duration of the leave:
 - Sabbatical leave
 - Leaves for exchange teaching and/or assignment
 - Jury duty and subpoenaed witness
 - Bereavement
 - Personal business
 - Association days
 - Military leaves, (6) c.
2. Leaves taken under and pursuant to the Family and Medical Leave Act will include full group health insurance as required by that Act.
3. The following leaves do not include insurance coverage:
 - Advanced study leave
 - Leaves for foreign country or military school teaching and/or assignment
 - Leaves for participation in National Defense Graduate Fellowship Program and National Science Foundation grants
 - Military leaves, other than (6) c.
 - Leaves for public service

ARTICLE XII - COMPENSATION - PLACEMENT, ADVANCEMENT AND METHODS

A. Salary

1. The salaries of faculty covered by this agreement are set forth in Appendix B of this agreement.
2. The only limitations concerning salary shall be those provided by the terms of this agreement in respect to salary schedule and experience and qualifications.

B. Placement

1. Advance standing not to exceed three years may be granted for past experience in determining initial placement for faculty on the salary schedule.
2. The doctorate may be a D.A., an Ed.D. or Ph.D., from a regionally accredited institution. Professional degrees such as J.D., D.V.M., M.D., and D.D.S. from regionally accredited institutions shall be paid at the M.A.+60.
3. All degrees must be earned degrees from regionally accredited institutions in order to be considered for placement or advancement on the salary schedule.
4. Faculty with a Bachelor's degree shall be paid at the Master's degree scale.
5. A faculty member with a Master's degree in nursing shall be placed at the M.A.+30 scale.

C. Advancement

1. Upon presentation of documentary evidence for degree signifying completion of advanced work and/or degree from a regionally accredited institution, a faculty member's salary will be adjusted to the corresponding column in Appendix B at the beginning of the next succeeding pay period. This evidence should be submitted at the earliest possible date as salary adjustment will not be retroactive.

D. Methods of Compensation

1. It is the intention of the College to have a pay day every two weeks, but not to exceed twenty-seven (27) pay periods in one year. State and federal regulations may change the date of certain holidays and other events; therefore, the College may make a change in the date of pay days to conform to governmental laws and regulations. The first payment will be made on the first pay day that falls within the contractual period.

ARTICLE XIII - FACULTY WORKLOAD

A. Class Size

1. Lecture-discussion classes will normally range in size from twenty-five (25) to thirty-five (35) students. Faculty teaching all lecture-discussion sections as a part of his/her/their regular load will generally not have more than a total of 150 students in these sections, unless there is mutual agreement between the faculty and the College to increase this number. When a faculty is assigned to teach three or more composition classes (ENGL 090, 101, 151, 152, 154, 155, 254, or 261) the seat allocation maximum will be adjusted from 25 to 20 for each composition course section, unless there is mutual agreement between the instructor and the College to increase this number.
2. Lecture-recitation and/or lecture-laboratory classes combined for a large lecture and then separated for recitation and/or laboratory periods are not subject to the thirty-five (35) student maximum for the combined lecture sections but are subject to the 150 maximum as in A.1. above. Ratio of lab sections to lecture sections will not exceed three-to-one unless there is mutual agreement to increase this ratio.
3. Classes such as band, collegiate singers and health-physical education activity classes are not subject to the maximum load provisions.
4. Classroom facilities shall be considered when determining class size. The number of students assigned to a laboratory section, for example, will not exceed the number of stations in the laboratory, unless arrangements are made to ensure that a greater number would not impair safety or learning effectiveness.
5. Occasionally, educational technology or the nature of the classroom instruction makes it possible to combine classes. A ceramics class, for example, makes it possible to teach beginning, intermediate, and advanced ceramics at the same time in the same room. Similarly, because instruction is so strongly individualized, first semester and second semester oil painting can be taught together. In such cases the contact hours actually in the classroom are counted toward the faculty member's full-time load.

B. Faculty Load

1. Faculty teaching classes which have a credit-hour, class-hour ratio of one (1) will normally be scheduled for fourteen (14) to sixteen (16) class contact hours with a maximum of sixteen (16) class contact hours per week.
2. Lecture-laboratory combinations or pure laboratory or activity courses will normally be scheduled for fifteen (15) to eighteen (18) class contact hours with a maximum of eighteen (18) class contact hours per week. (First year faculty members in the health science area involved with team teaching shall attend the presentations of their team-teaching partner, exclusive of the eighteen (18) hour maximum.)
3. Faculty assigned to the Welding Learning Laboratory shall be scheduled up to twenty-six (26) contact hours plus five (5) office hours per week exclusive of lunch and dinner. Split teaching assignments between the Welding Learning Laboratory and classroom will be prorated based on this load factor and Articles XIII, B.1. and 2.

Unless otherwise negotiated by the parties, the Welding Learning Labs covered by this provision refer to those currently designated as: WELD 102, WELD 102 A, WELD 102 B, WELD 102 C, WELD 106, WELD 106 A, WELD 106 B, WELD 106 C, WELD 114, WELD 115, WELD 215, and WELD 217.

4. Faculty assigned to Auto Service lab shall be scheduled up to twenty-four (24) contact hours plus five (5) office hours per week exclusive of lunch and dinner. Split teaching assignments between the Auto Service lab and classroom will be prorated based on this load factor and Articles XIII, B.1. and 2.
5. Health Science faculty whose assignment is solely in a health clinical area, the nursing skills lab, simulation lab, or combination thereof may be assigned up to twenty-four (24) contact hours per week.
6. Enrollment Management and Student Success faculty shall be scheduled for no more than thirty-five (35) hours per week, exclusive of lunch periods.
7. New occupational programs of limited enrollment or specialty programs shall not be subject to the provisions of Article XIII B. for two years after program implementation. Future regulations on load shall be subject to negotiations.
8. Respiratory Therapy program faculty shall have each clinical class counted as five (5) contact hours when determining total load. The Respiratory Therapy faculty who coordinates clinical education shall be granted reassign time in accordance with program accreditation requirements and have each clinical class count as six (6) contact hours when determining total load. The total load in both cases to be no more than eighteen (18) contact hours.
9. Early Childhood Education program faculty shall have each of the following classes counted as the designated contact hours when determining total load: ECE 106 counted as five (5) when total enrollment is nine (9) or less and six (6) when total enrollment is more than nine (9), ECE 108, 200, 202 all counted as six (6) when total enrollment is nine (9) or less and seven (7) when total enrollment is more than nine (9); and ECE 206 counted as six (6) when total enrollment is four (4) or less and eight (8) when total enrollment is more than four (4).
10. Reassignment time may be granted to a faculty member as part of their workload for non-administrative work per Article 1.A. The reassignment time shall be presented to faculty in writing prior to the semester workload assignment and signed by both parties showing mutual understanding of faculty expectations. Reassignment time may not prevent a faculty member from having extra-contractual assignments during the same semester unless there is good-and-adequate cause and justification.

11. New Course Development

Provided there is a need in the opinion of the College, qualified full-time faculty shall be first considered to develop new courses and/or to convert existing courses into honors sections under the following guidelines:

- a) The dean shall notify full-time faculty in the affected division(s) of the need for course development.

- b) The dean shall work with full-time faculty in the affected division(s) to determine faculty qualifications and who is best qualified to develop the course(s).
- c) In the event there is more than one qualified full-time faculty member, the College reserves the right to assign the new course development to the full-time faculty whom the College deems most qualified.
- d) First Year Experience courses shall not be assigned under new course development.
- e) For developing a new course, in any class format, as determined by the division dean, a faculty member shall be assigned the number of contact hours equal to the course under development toward their workload assignment the semester that the course is assigned for developed, up to six (6) contact hours. The deliverables required under this provision are the Course Outcomes Summary (COS), expanded course outline, syllabus and course taxonomy.

Additional deliverables may be required for an additional fee agreed to by the faculty member and the division dean in advance. The faculty member shall be paid upon the timely submission to the division dean (including revisions) of additional deliverables, and the division dean's approval of those materials. No fee shall be payable until additional deliverables are provided in a timely manner and approved by the division dean.

- f) For converting an existing course into an honors section, in any class format, as determined by the division dean, a faculty member shall be assigned one-half ($\frac{1}{2}$) the number of contact hours equal to the course under development toward their workload assignment the semester that the course is assigned for developed, up to three (3) contact hours. The deliverables required under this provision ~~is~~ **are** the syllabus, clearly evidencing the learning outcomes, and course activities that equate to an honors course.

Additional deliverables may be required for an additional fee agreed to by the faculty member and the division dean in advance. The faculty member shall be paid upon the timely submission to the division dean (including revisions) of additional deliverables, and the division dean's approval of those materials. No fee shall be payable until additional deliverables are provided in a timely manner and approved by the division dean.

- g) A faculty member assigned a new or honors course development under this provision shall have a written understanding with the divisional dean about the deadlines, form and content of the deliverables.

12. New Program Development

Provided there is a need in the opinion of the College, full-time faculty shall be first considered to develop a new program that they are qualified to develop under the following guidelines:

- a) The dean shall notify full-time faculty in the affected division(s) of the need for need for a new program.
- b) The dean shall work with full-time faculty in the affected division(s) to determine faculty qualifications and who is best qualified to develop the new program.

- c) In the event there is more than one qualified full-time faculty member, the College reserves the right to assign the new course development to the full-time faculty whom the College deems most qualified.
- d) For developing a new program and in recognition of the additional workload and expertise required, the faculty member shall receive reassignment time equivalent to three (3) contact hours the semester the program is developed.
- e) The deliverables required under this provision are the program taxonomy, program map, program sheet and justification and support for a new program which includes the program and occupational overview, labor market outlook obtained from the College's recognized data source, minutes from meeting with community stakeholders/advisory boards and documentation showing transfer alignment if the program is or can be intended for transfer.

Additional deliverables may be required for an additional fee agreed upon by the faculty member and the division dean in advance. The development of the new academic program shall be completed within the agreed timeline. Extensions may be granted upon mutual agreement. The faculty member shall be paid upon the timely submission to the division dean (including revisions) of additional deliverables, and the division dean's approval of those materials. No fee shall be payable until additional deliverables are provided in a timely manner and approved by the division dean.

13. Learning Laboratories

The learning laboratory provides instruction for students to be conducted using auto-tutorial, open lab, mechanical and electronic devices and self-instructional materials. Faculty time is required primarily for planning and developing programs; selecting hardware and software; and interacting with and evaluating students.

- (a) Faculty assigned to the learning laboratory shall be scheduled for thirty-five (35) hours per week including office hours but excluding lunch or dinner periods, unless faculty load is otherwise defined in Article XIII, B.
- (b) Faculty assigned to learning laboratory for a portion of their load shall be given credit for one (1) contact hour to meet the loading provision in Section B. for everyone and one-half (1½) contact hours scheduled in the learning laboratory.

C. Contract Length

- 1. The contract year for 160 work day Instructional Faculty, e-Learning and Instructional Support Coordinators, and Librarians shall be completed within thirty-eight (38) consecutive weeks starting with the first work day of the fall semester.
- 2. The contract year for 160 work day Professional Counselors and Disability Services Coordinators, shall be scheduled by the College over fifty-two (52) consecutive weeks starting with the first work day of the fall semester. Advance notice of the schedule shall be provided by the supervisor prior to the end of the winter semester in the preceding year. Faculty may make requests regarding days that they wish not to be scheduled to their supervisor for consideration. The Wednesday prior to Thanksgiving, spring break, and holidays per Policy 12.11 shall not be scheduled without mutual consent.

3. Exceptions may be made by mutual agreement between MCCCFA and the College.
4. When the proration of a faculty member's salary is required, the proration will be based on the number of days worked during the regular contract year, divided by the total number of regularly scheduled days worked by faculty during that year (i.e., 160 days). Therefore, this calculation shall not include holidays or scheduled breaks during the regular academic year.

D. Summer School Assignments

1. Provided there is a need for the class in the opinion of the College, full-time faculty shall usually have first option to teach summer classes. Denial of a request to teach a summer class without good-and-adequate cause and justification shall be subject to the grievance process.
2. Faculty shall be offered the opportunity to accept summer classes or assume some other summer assignment in writing prior to four (4) weeks before the end of the Winter Semester. To accept the offer, faculty shall respond in writing to the division office within five (5) business days of the offer. Faculty who accept the offer in writing shall be presented with a signed contract by the administration. Faculty shall sign and return contracts to the Division office within five (5) business days following the faculty's receipt of the signed contract but no later than one (1) day prior to the completion of the 160-day contract.

If the offer is made before spring break, faculty have five (5) business days after spring break to accept the assignment in writing.

In the case an offer is made after the end of the 160-day contract, faculty shall return signed contracts to the Division office within five (5) business days following the faculty members receipt of the signed contract but no later than one (1) day prior to the start of the summer semester.

3. Faculty teaching summer shall hold one (1) office hour per week, per course for the first six (6) contact hours only. For the purpose of calculating office hours, one class/course for lecture/laboratory is the lecture and all of the associated laboratories (excluding Health Sciences). Office hours(s) may be held in a manner proportionate to the method of delivery for each class or shall be by mutual agreement between the supervisor and the faculty member.
4. If a class is scheduled for more than one hour per day, the second and each additional hour will be scheduled as sixty minutes and calculated as fifty-five minutes in order to provide adequate class time and a short break during longer classes.
5. Faculty accepting an Early Childhood program assignment in summer shall have each of the following classes counted as the designated contact hours when determining total load: ECE 106 counted as five (5) when total enrollment is nine (9) or less and six (6) when total enrollment is more than nine (9), ECE 108, 200, 202 all counted as six (6) when total enrollment is nine (9) or less and seven (7) when total enrollment is more than nine (9); and

ECE 206 counted as six (6) when total enrollment is four (4) or less and eight (8) when total enrollment is more than four (4).

6. Summer Remuneration for instructional faculty, e-Learning and Instructional Support Coordinators, and librarians.

- (a) Summer teaching assignments will be paid a maximum of 6 (six) contact hours at an hourly rate of \$75.06 for 2025-26, \$77.01 for 2026-27 and \$79.01 for 2027-28. All other summer teaching assignments will be paid at a flat rate per contact hour of \$51 for 2025-26, \$52.36 for 2026-27, and \$53.72 for 2027-28.
- (b) Summer non-teaching assignments shall be paid at a maximum of 180 hours at an hourly rate of \$43.08 for 2025-26, \$44.20 for 2026-27, and \$45.34 for 2027-28. All other summer non-teaching faculty assignments will be paid at a flat hourly rate of \$25.65 for 2025-26, \$26.31 for 2026-27, and \$26.99 for 2027-28.
- (c) A faculty member accepting an assignment to teach an independent study, as determined by the Division Dean, in those exceptional cases with no more than one (1) student, shall, for lecture classes, be remunerated \$330 per student for 2025-26, 2026-27 and 2027-28. For lecture-lab classes the remuneration shall be \$400 per student in 2025-26, 2026-27 and 2027-28.
- (d) Whenever a Welding Learning Lab course is taught on an extra-contractual basis by a MCCCFA represented faculty member, the number of the faculty's contact hours recognized by the parties for compensation purposes shall be determined by a factor of 0.75. For example, a 120-contact hour Welding Learning Lab class would be compensated at the extra-contractual rate by a factor of 0.75 ($120 \times 0.75 = 90$ contact hours).

E. Extra-contractual Assignments

1. Provided there is a need for the class in the opinion of the College, full-time faculty shall usually have first option to teach extra-contractual assignments. Denial of a request to teach an extracontractual assignment without good-and-adequate cause and justification shall be subject to the grievance process. Assignments are subject to the following limitations:
 - a. Lecture-discussion classes to a maximum of twelve (12) contact hours per regular semester.
 - b. Lecture-laboratory or pure laboratory classes to a maximum of twelve (12) contact hours per regular semester.
 - c. Professional Counselors and Disability Services Coordinators will usually have first option for all overload assignments to a maximum of 180 hours beyond their 160-day assignment in their respective areas.
 - d. Assignments in excess of these limits in (a), (b) and (c) may be made at the discretion of the division dean.
 - e. Registered Nursing Faculty Preceptorship Liaisons shall be remunerated twelve (12) contact hours per student assigned to them at the non-teaching extra-contractual rate per Article XIII, D.6.b. and E.2.b.
 - f. Whenever a Welding Learning Lab course is taught on an extra-contractual basis by a

MCCCFA represented faculty member, the number of the faculty's contact hours recognized by the parties for compensation purposes shall be determined by a factor of 0.75. For example, a 120-contact hour Welding Learning Lab class would be compensated at the extra-contractual rate by a factor of 0.75 ($120 \times 0.75 = 90$ contact hours).

2. Remuneration

- a. Once semester faculty loads are met per Article, XIII, B., remuneration for extracontractual teaching assignments during fall and winter semesters will be paid a maximum of six (6) contact hours at an hourly rate of an hourly rate of \$75.06 for 2025-26, \$77.01 for 2026-27 and \$79.01 for 2027-28. All other extra-contractual teaching assignments shall be paid at a flat rate per contact hour of \$55.55 for 2025-26, \$56.99 for 2026-27, and \$58.47 for 2027-28.
 - b. Once semester instructional faculty and librarian loads are met per Article XIII, B., remuneration for extra-contractual non-teaching assignments, which occur during the regular contract period, shall be paid at a maximum of 180 hours at an hourly rate of \$43.08 for 2025-26, \$44.20 for 2026-27, and \$45.34 for 2027-28. All other extra-contractual non-teaching assignments will be paid at a flat hourly rate of \$29.33 in 2025-26, \$30.09 in 2026-27 and \$30.87 in 2027-28.
 - c. Once the 160 days are scheduled, Professional Counselors and Disability Services Coordinators loads are met per Article XIII, B., remuneration for extra-contractual non-teaching assignments, which occur during the 160-day contract period, shall be paid at a maximum of 180 hours at an hourly rate of \$43.08 for 2025-26, \$44.20 for 2026-27, and \$45.34 for 2027-28. All other extra-contractual non-teaching assignments will be paid at a flat hourly rate of \$29.33 in 2025-26, \$30.09 in 2026-27 and \$30.87 in 2027-28.
 - d. A faculty member accepting an assignment to teach an independent study, as determined by the Division Dean, in those exceptional cases with no more than one (1) student, shall, for lecture classes, be remunerated \$330 per student in 2025-26, 2026-27 and 2027-28. For lecture-lab classes the remuneration shall be \$400 per student in 2025-26, 2026-27 and 2027-28.
3. An extra-contractual assignment in the nursing clinical or nursing skills lab, externally funded, and Corporate and Community Services programs is not subject to the provisions of Article XIII, D. 6 and E. 2, except as noted in Article XIII, E. 4.
 4. Full-time faculty teaching extra-contractual classes listed in the official College catalog under the 090-299 number sequence but offered through Corporate and Community Service will be paid at the extra-contractual rates indicated in Article XIII, E. 2.
 5. Faculty accepting an Early Childhood program extra contractual assignment shall have each of the following classes counted as the designated contact hours when determining total load:

ECE 106 counted as five (5) when total enrollment is nine (9) or less and six (6) when total enrollment is more than nine (9), ECE 108, 200, 202 all counted as six (6) when total enrollment is nine (9) or less and seven (7) when total enrollment is more than nine (9); and

ECE 206 counted as six (6) when total enrollment is four (4) or less and eight (8) when total enrollment is more than four (4).

F. College Day

The College day is from 7:00 a.m. to 11:00 p.m. Faculty assignments may be scheduled at any time during this period as requirements are determined. However, except for very unusual situations, no instructor will be scheduled for classes over a period greater than nine (9) hours in any one day except by mutual agreement. Except by mutual agreement, a faculty member shall not have his/her/their regularly scheduled duties span more than five (5) consecutive days.

G. During scheduled faculty workdays and at those periods when faculty are engaged in noninstructional activities as part of their regular assignment, faculty shall be assigned seven (7) hours per day on campus, exclusive of lunch period, unless alternative appropriate arrangements are approved by the immediate supervisor. A partial non-teaching load shall be prorated based on a thirty-five (35) hour work week.

H. Employees in Special Grant Funded Programs

Individuals who are not already faculty members covered by this Agreement, but who are employed to implement (including teaching) special programs funded under provisions of federal and other external grants, shall not be subject to the provisions of this Agreement for a period of the applicable grants, but for no longer than three (3) years of such employment.

1. Notwithstanding the above, all employees teaching courses in these programs which award academic credit, however, must possess the posted qualifications consistent with Article VI of this Agreement. Additionally, the process for selecting employees for full-time teaching positions in these programs shall be consistent with that used for selecting faculty under Article X of this Agreement.
2. If the individual employed under this provision is retained to continue to work as a full-time faculty member upon the earlier of the completion of three (3) years of such service or the end of the grant funding, the employee shall be credited with up to three (3) years of service for all purposes and conditions of the Master Agreement other than with respect to probationary service. The employee so retained as a faculty member shall be credited with up to two (2) of the years served under this provision for probationary purposes, and therefore, if employment is continued as a faculty member, must serve at least one (1) year of probation under this Agreement.

ARTICLE XIV - CONTINUITY OF OPERATION

- A. It is further agreed by the contracting parties that in case the College is closed during the College year by order of the Board of Trustees, or their designated representative, or by order of the health authorities, the said faculty member shall receive said faculty member's regular payments during the time the College is so closed.
- B. Neither the Monroe County Community College Faculty Association nor any person acting in its behalf during the period of this Agreement will directly or indirectly cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of a faculty member from his/her/their position, stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the faculty member's duties of employment) for any purpose whatsoever.
- C. All other provisions of Act 336 of the Public Acts of 1947, as amended, shall apply to this Master Agreement.

ARTICLE XV – FRINGE BENEFITS

A. Admission to Courses: Faculty and their Families

1. All faculty and their families (spouse and dependent children as defined by the Internal Revenue Service) of Monroe County Community College may be admitted to those Monroe County Community College courses for which they are eligible without payment of tuition and fees that pay for use of College- owned materials. Costs for books or manuals, or special fees required for classes such as skiing, bowling, photography, etc., will be the responsibility of the enrollee. If the cost of a course includes books and fees as well as tuition, the employee will be responsible for the costs indicated in the previous sentence.
2. The provisions of this section may be extended to the spouse and dependent children of deceased faculty members who have completed ten or more years of full-time service at Monroe County Community College and who were either actively employed or on approved leave at the time of death. Tuition for the spouse shall be limited to five (5) years from the date of death of the faculty member.

B. Insurance Coverage

The College will provide the following insurance coverages for members of the bargaining unit. Except where named below, the College will name the insurance carrier(s).

A more detailed description of these insurance coverages is provided in plan booklets provided by the insurance carrier and distributed by the College to the employees. In the event of any contradiction between the coverage in this Agreement and the insurance contracts for the coverages listed below, the insurance contracts shall govern.

1. Workers Compensation. This protection is furnished at no cost to the employees.
2. Medical Insurance. The College shall contribute towards the health insurance premiums and health savings accounts (if applicable) for the covered employee and the employee's family through the MESSA Program as follows, with all coverage and benefits being subject to MESSA's ground rules and procedures.
 - (a) Effective September 1, 2025, the maximum monthly contribution of the College towards the premiums and any HSA contributions payable on behalf of faculty participating in the College's sponsored health insurance plan under this Agreement and who are entitled to employer paid contributions towards those premiums and any contribution to a health savings account (if applicable), shall not exceed 1/12th of the applicable annual fixed/hard caps for coverage at the respective levels of coverage (e.g., full family, two-person , or single coverage) in effect under Public Act 152 of 2011. Faculty may contribute, through payroll deduction and electronic transfer, money toward their Health Equity-(HEQ) Health Savings Account (HSA) up to the maximum amounts allowed by Federal law. It is the faculty members' responsibility to track their HEQ/HSA contributions up to the maximum amounts allowed by Federal law. Should the Board of Trustees elect the 80/20 option under the Act for any benefit/coverage year after the 2021-22 benefit/coverage year, however, then the College shall pay 80% of the applicable premium rates/health savings account contributions for eligible employees and their families covered under this Agreement. Faculty shall pay any premium difference between the College's

payments up to the statutory maximum applicable to the employee's level of participation. Any annual contribution to be made by the College to a faculty member's health savings account for a year of service shall be paid in accordance with the disbursement schedule applicable to other College sponsored HSA plans. For faculty working under 160-day contracts and receiving their pay over that period (and not 12 months), their contributions for the 12 months shall be collected in full prior to the end of the applicable regular academic year. For faculty paid over twenty-six (26) pay periods, prorations will be made should they not be paid for a full year, to assure that they have paid their full share of the premiums and any health savings account contributions for the portion of the regular contract year worked. Full-time faculty shall pay their premium over 26 pay periods. The hard cap (Public Act 152 of 2011) shall be applied January 1, of each new calendar year.

If Public Act 152 is amended there will be a reopener solely for employer contributions to healthcare to be compliant with Public Act 152.

- (b) A faculty member may participate in a qualified Section 125 Plan (Flexible Spending Account) if they are enrolled in a qualifying group health plan. The District offers Flexible Spending Accounts (FSA) for Health Care and Dependent Care expenses. The FSA is restricted to dental and vision if the faculty member is a HDHP enrollee. The FSA plans allow faculty members to contribute monies on a pre-tax basis through payroll deduction to cover eligible expenses that incurred during the plan year. It is the faculty member's responsibility to track their FSA contributions up to the maximum amounts allowed by Federal law. Should a faculty member not be entitled to pay for a pay period, or should the pay not be sufficient to cover the faculty member's payroll deduction, then the District will not deposit funds in the faculty member's FSA for that pay period. Failure of a faculty member to make payments for premiums as required may result in the termination of coverage, and reactivating coverage, if desired, shall be subject to the terms of the plan and applicable law.
 - (c) Effective September 1, 2025, the three health plans available under this 2025-2028 Master Agreement for faculty to choose from shall be MESSA Choices, (\$500/\$1000 deductible, \$10 OL/OV/OS copay, \$25 UC/\$50 ER copay, and 3-Tier Rx coverage); MESSA Essentials, (\$375/\$750 deductible, \$10 OL/\$25 OV/\$50 SV copay, \$50 UC/\$200 ER copay, 20% coinsurance, and EBM Rx coverage); and MESSA ABC 1, (0% coinsurance and 3-Tier Rx coverage), unless otherwise agreed to by both parties.
 - (d) The College will continue to provide a health insurance opt-out stipend of \$125 per month (\$1,500 for a full year), except to the extent it may continue to be offered to others outside the bargaining unit.
3. Life Insurance. The College shall pay the premiums for \$50,000 of MESSA life insurance and accidental death and dismemberment insurance for each faculty member. Additional insurance equal to one-half (1/2) of the basic policy may be available on a payroll deduction basis. Participation equal to 75% of the group is required if the additional coverage is to be made available without physical examination.

Life insurance coverage for spouse and dependent children also shall be available to interested persons at a nominal cost on a payroll deduction basis. Insurance coverage (subject to policy restrictions) may be converted to permanent insurance at the time of separation for persons leaving the employ of Monroe County Community College.

4. Long-Term Disability Insurance. Regular full-time employees are to be covered by MESSA long-term disability insurance paid in full by the College. Compensation under this policy begins ninety (90) days after the disability occurs and continues for the duration of the disability or to the maximum age allowed by the LTD Plan. The amount of compensation will be equal to 70% of the employee's regular annual earnings, up to a maximum of \$7,000/month, less any other benefit as listed by policy.
5. Professional Liability Insurance. The College will provide professional liability insurance coverage for faculty with coverage of not less than \$500,000 per occurrence at no cost to the faculty member.
6. Dental Care. The College shall pay the premiums for dental care coverage by Delta Dental (MESSA) for all eligible employees of the bargaining unit and their eligible dependents. Diagnostic and Preventive Services 100%, 2 cleanings per person every 12 months; Basic Services 80%; Major Services 80%; Orthodontic Services (up to age 19) 80%; Diagnostic and Preventive Services, Basic Services, Major Services combined annual maximum \$2,000 per person; Orthodontic Services lifetime maximum \$1,300 per person.
7. Vision Care. The College shall pay the premiums for vision care coverage for all eligible employees of the bargaining unit and their eligible dependents for their participation in MESSA Vision Care VSP-3 Plus P 250CL.
8. Health, life, long-term disability, dental and vision coverages shall be provided through a MESSA multi-discount product program.
9. The College shall offer an open enrollment period for faculty members in November of each calendar year with an effective date for coverage beginning on January 1 the following calendar year.

C. Optional Retirement Plan.

Except as provided herein, for those faculty members employed by the College and electing to participate in the Optional Retirement Plan on or before August 23, 2014, the College shall contribute to the retirement account, for the credit of the member, the same amount each year that would have been contributed if the faculty member had elected the MPSERS plan, but not to exceed the percentage rate paid by the College for each faculty member as of November 1, 2016.

Notwithstanding the above, for each faculty member who commences work in the bargaining unit on or after August 24, 2014 and who elects to participate in the Optional Retirement Plan, the College shall contribute to the ORP, for the credit of the member, twelve (12.0%) percent of the faculty member's gross pay.

Each faculty member who was employed by the College as a member of the bargaining unit prior to August 23, 2014 and who elects to participate in the Optional Retirement Plan shall contribute from his/her/their salary an amount equal to the percentage rate the member would have contributed if the faculty member had elected the MPSERS plan, but not to exceed the percentage rate paid by each faculty member as of November 1, 2016. As to faculty members commencing work in the bargaining unit on or after August 24, 2014, each such faculty member who elects to participate in the Optional Retirement Plan shall contribute to the ORP, for the credit of the member, four (4.0%) percent of the faculty member's gross pay.

ARTICLE XVI - TERMINATION AND MODIFICATION

- A. This Agreement shall be effective after ratification by the College's Board of Trustees and the MCCCFA, and shall continue in full force until midnight August 27, 2028.
- B. Either party may give written notice to the other of its desire to negotiate a new Agreement by no later than May 1, 2028 but not prior to January 15, 2028. Upon receipt of this notice, acknowledgement must be given within five (5) calendar days and arrangements shall be made within thirty (30) calendar days for negotiations to commence.
- C. Collective bargaining meetings between the College and MCCCFA may be called during the term of the Agreement only through the request of one party and the consent of the other party for the purpose of negotiating amendments or modifications of the Agreement, but in no case shall these modifications or amendments become final until they have been ratified by the College and the MCCCFA.
- D. Any amendments that may be agreed upon during the life of this Agreement shall become and be a part of this Agreement without modifying or changing any other terms of this Agreement.
- E. The College shall make no change in faculty hours, wages or working conditions consistent with the terms of this Agreement, except as provided for in Article XVI, Section C.
- F. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and Agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the College and the MCCCFA, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE XVII – CONFORMITY TO LAW

This agreement is subject in all respects to the laws of the State of Michigan with respect to the powers, rights, duties, and obligations of the College, the MCCCFA and employees in the bargaining unit, and in the event that any provision of this Agreement shall at any time be held to be contrary to law by court of competent jurisdiction from whose final judgement or decree no appeal has been taken within the time provided for doing so, such provision shall be void and inoperative; however, all other provisions of this agreement shall continue in effect.

Monroe County Community College
Faculty Association, MEA-NEA

Monroe County Community College
President

By: _____
Nicole Garner, Ph.D., Interim President

By: _____
Kojo Quartey, Ph.D. President

Date: _____

Date: _____

APPENDIX A
GRIEVANCE FORM

Grievance Number _____

Employee's Name _____

Provision of Master Agreement Allegedly Violated:

Article _____

Sub-section(s) _____

Page _____

Date of Alleged Violation _____

Grievance:

Relief Requested:

Signed

Disposition:

APPENDIX A (continued)
GRIEVANCE FORM

Grievance Number _____

Step I: Date Filed _____

Signature of Person Initiating Grievance

Date Received _____

Signature of Immediate Supervisor or Representative

Date Returned to MCCCFA _____

Signature of Grievance Chair or Executive Board

Step II: Date Filed with or Appealed to Vice President _____

Signature of Person Appealing Grievance

Date Received _____

Signature of Vice President or Representative

Date Returned to MCCCFA _____

Signature of Grievance Chair or Executive Board

APPENDIX A (continued)
GRIEVANCE FORM

Grievance Number _____

Step III: Date Appealed to the President _____

Signature of Person Appealing Grievance

Date Received _____

Signature of President or Representative

Date Returned to MCCCFA _____

Signature of Grievance Chair or Executive Board

Step IV: Date Appealed to Arbitration _____

Signature of Person Appealing Grievance

Date Received _____

Signature of President of the College or Representative

Date Returned to MCCCFA _____

Signature of Grievance Chair or Executive Board

APPENDIX B
FACULTY SLARAY SCHEDULE
160 WORKDAYS
2025-26

Step	MA	MA+30	MA+60	PhD
1	67,080	69,664	73,249	75,457
2	69,260	71,928	75,630	77,909
3	71,511	74,266	78,088	80,441
4	74,018	76,869	80,825	83,261
5	76,234	79,171	83,246	85,755
6	78,712	81,744	85,951	88,542
7	81,270	84,401	88,745	91,419
8	83,912	87,144	91,629	94,391
9	86,639	89,976	94,607	97,458
10	89,454	92,900	97,682	100,626
11	92,362	95,920	101,254	103,896
12	94,209	97,838	103,279	105,974
13	96,093	99,795	105,344	108,093
14	98,015	101,791	107,451	110,255
15	101,200	105,099	110,944	113,839

Faculty at Step 15 shall receive an off-schedule payment the first pay equal to 2.25%.

Faculty shall receive step increase.

If the following assignments are in addition to the regular contract, the following rates shall apply.

Dramatics.....\$1,380 per semester

Agora.....\$797 per semester

Literary Arts Magazine.....\$1,162 per year

College approved club advisors will be compensated \$1,305 annually if warranted by sufficient club activity evidenced by an annual report and financial review.

Advisors for Delta Epsilon Chi and Business Professionals of America shall be compensated as determined by Vice President of Instruction.

Fall salary increases shall begin with the first payroll check of each new academic year.

APPENDIX B
FACULTY SALARY SCHEDULE
160 WORK DAYS
2026-27

Step	MA	MA+30	MA+60	PhD
1	68,321	70,953	74,604	76,853
2	70,541	73,259	77,029	79,350
3	72,834	75,640	79,533	81,929
4	75,387	78,291	82,320	84,801
5	77,644	80,636	84,786	87,341
6	80,168	83,256	87,541	90,180
7	82,773	85,962	90,387	93,110
8	85,464	88,756	93,324	96,137
9	88,242	91,641	96,357	99,261
10	91,109	94,619	99,489	102,488
11	94,071	97,695	103,127	105,818
12	95,952	99,648	105,190	107,935
13	97,871	101,641	107,293	110,093
14	99,828	103,674	109,439	112,295
15	103,072	107,043	112,996	115,945

Faculty at Step 15 shall receive an off-schedule payment equal to the step size (2.25%).

Faculty shall receive step increase.

If the following assignments are in addition to the regular contract, the following rates shall apply.

Dramatics.....\$1,380 per semester

Agora.....\$797 per semester

Literary Arts Magazine.....\$1,162 per year

College approved club advisors will be compensated \$1,305 annually if warranted by sufficient club activity evidenced by an annual report and financial review.

Advisors for Delta Epsilon Chi and Business Professionals of America shall be compensated as determined by Vice President of Instruction.

Fall salary increases shall begin with the first payroll check of each new academic year.

APPENDIX B
FACULTY SALARY SCHEDULE
160 WORK DAYS
2027-28

Step	MA	MA+30	MA+60	PhD
1	69,414	72,088	75,798	78,083
2	71,670	74,431	78,262	80,620
3	73,999	76,850	80,805	83,240
4	76,594	79,544	83,637	86,158
5	78,887	81,926	86,143	88,739
6	81,451	84,588	88,942	91,623
7	84,098	87,338	91,833	94,600
8	86,832	90,176	94,817	97,675
9	89,654	93,107	97,899	100,849
10	92,567	96,133	101,081	104,127
11	95,576	99,258	104,777	107,511
12	97,487	101,242	106,873	109,661
13	99,437	103,267	109,010	111,854
14	101,426	105,333	111,190	114,091
15	104,721	108,756	114,804	117,800

Faculty at Step 15 shall receive an off-schedule payment equal to the step size (2.25%).

Faculty shall receive step increase.

If the following assignments are in addition to the regular contract, the following rates shall apply.

Dramatics.....\$1,380 per semester

Agora.....\$797 per semester

Literary Arts Magazine.....\$1,162 per year

College approved club advisors will be compensated \$1,305 annually if warranted by sufficient club activity evidenced by an annual report and financial review.

Advisors for Delta Epsilon Chi and Business Professionals of America shall be compensated as determined by Vice President of Instruction.

Fall salary increases shall begin with the first payroll check of each new academic year.

APPENDIX C

FACULTY CALENDAR

(Instructional Faculty, e-Learning and Instructional Support, and Librarians)

160 Days

August 25, 2025- May 14, 2026

August 25, 2025	Monday	Work Day
August 26, 2025	Tuesday	Faculty Work Day
August 27, 2025	Wednesday	Fall Classes Start
September 1, 2025	Monday	College Closed
November 26, 2025	Wednesday	No Classes (Faculty not to Report)
November 27- 30, 2025	Thursday-Sunday	College Closed
December 15, 2025	Monday	Fall Classes End
December 16, 2025	Tuesday	Faculty Work Day
December 17, 2025	Wednesday	Faculty Work Day (8:30-Noon)
		Work Day (1:00-4:30 pm)
December 18, 2025	Thursday	Work Day
December 19, 2025- January 13, 2026	Friday-Tuesday	No Classes (Faculty not to Report)
January 14, 2026	Wednesday	Work Day
January 15, 2026	Thursday	Faculty Work Day
January 16, 2026	Friday	Winter Classes Start
January 19, 2026	Monday	College Closed
March 2-8, 2026	Monday-Sunday	Faculty Spring Break
April 3-5, 2026	Friday-Sunday	College Closed
May 11, 2026	Monday	Winter Classes End
May 12, 2026	Tuesday	Faculty Work Day
May 13, 2026	Wednesday	Work Day 8:30 AM- Noon
		Work Day 1-4:30 PM
May 14, 2026	Thursday	Work Day

As to all the above calendars-

Faculty Work Day = Typically, no mandatory meetings to be scheduled.

Note: It is the intention of the College to allow as much time as possible during the fall and winter work days for the instructional faculty to assess student learning and outcomes for the courses they teach and assist in the assessment and evaluation of the program(s) in which they teach.

Faculty teaching summer school will receive Independence Day as a paid holiday.

APPENDIX C

FACULTY CALENDAR

(Instructional Faculty, e-Learning and Instructional Support, and Librarians)

160 Days

August 24, 2026- May 6, 2027

August 24, 2026	Monday	Work Day
August 25, 2026	Tuesday	Faculty Work Day
August 26, 2026	Wednesday	Fall Classes Start
September 7, 2026	Monday	College Closed
November 25, 2026	Wednesday	No Classes (Faculty not to Report)
November 26- 29, 2026	Thursday-Saturday	College Closed
December 14, 2026	Monday	Fall Classes End
December 15, 2026	Tuesday	Faculty Work Day
December 16, 2026	Wednesday	Faculty Work Day (8:30-Noon)
		Work Day (1:00-4:30 pm)
December 17, 2026	Thursday	Work Day
December 18, 2026- January 12, 2027	Friday- Tuesday	No Classes- (Faculty not to Report)
January 13, 2027	Wednesday	Work Day
January 14, 2027	Thursday	Faculty Work Day
January 15, 2027	Friday	Winter Classes Start
January 18, 2027	Monday	College Closed
March 8- 15, 2027	Monday-Sunday	Faculty Spring Break
March 26- 28, 2027	Friday-Sunday	College Closed
May 10, 2027	Monday	Winter Classes End
May 11, 2027	Tuesday	Faculty Work Day
May 12, 2027	Wednesday	Faculty Work Day 8:30 AM-Noon
		Work Day 1-4:30 PM
May 13, 2027	Thursday	Work Day

As to all the above calendars-

Faculty Work Day = Typically, no mandatory meetings to be scheduled.

Note: It is the intention of the College to allow as much time as possible during the fall and winter work days for the instructional faculty to assess student learning and outcomes for the courses they teach and assist in the assessment and evaluation of the program(s) in which they teach.

Faculty teaching summer school will receive Independence Day as a paid holiday.

APPENDIX C

FACULTY CALENDAR

(Instructional Faculty, e-Learning and Instructional Support, and Librarians)

160 Days

August 23, 2027- May 11, 2028

August 23, 2027	Monday	Work Day
August 24, 2027	Tuesday	Faculty Work Day
August 25, 2027	Wednesday	Fall Classes Start
September 6, 2027	Monday	College Closed
November 24, 2027	Wednesday	No Classes (Faculty not to Report)
November 25- 28, 2027	Thursday-Saturday	College Closed
December 13, 2027	Monday	Fall Classes End
December 14, 2027	Tuesday	Faculty Work Day
December 15, 2027	Wednesday	Faculty Work Day (8:30-Noon)
		Work Day (1:00-4:30 pm)
December 16, 2027	Thursday	Work Day
December 17, 2027- January 11, 2028	Friday- Tuesday	No Classes- (Faculty not to Report)
January 12, 2028	Wednesday	Work Day
January 13, 2028	Thursday	Faculty Work Day
January 14, 2028	Friday	Winter Classes Start
January 17, 2028	Monday	College Closed
March 7-13, 2028	Monday-Sunday	Faculty Spring Break
April 14-16, 2028	Friday-Sunday	College Closed
May 8, 2028	Monday	Winter Classes End
May 9, 2028	Tuesday	Faculty Work Day
May 10, 2028	Wednesday	Faculty Work Day 8:30 AM-Noon
		Work Day 1-4:30 PM
May 11, 2028	Thursday	Work Day

As to all the above calendars-

Faculty Work Day = Typically, no mandatory meetings to be scheduled.

Note: It is the intention of the College to allow as much time as possible during the fall and winter work days for the instructional faculty to assess student learning and outcomes for the courses they teach and assist in the assessment and evaluation of the program(s) in which they teach.

Faculty teaching summer school will receive Independence Day as a paid holiday.

APPENDIX D

DEFINITIONS

- A. Full-time, non-administrative regular faculty contracts shall be issued to individuals who fulfill the minimum workloads as follows:
1. Faculty members assigned lecture-discussion classes of eleven (11) or more credit-contact hours, or its equivalent in combined assigned duties, per week throughout the course of a regular semester.
 2. Faculty members assigned lecture-laboratory or activity classes of thirteen (13) or more contact hours, or its equivalent in combined assigned duties, per week throughout the course of a regular semester.
 3. Faculty members assigned in the automotive service and welding technology programs fourteen (14) or more contact hours, or its equivalent in combined assigned duties, per week throughout the course of a regular semester.
 4. Health science faculty members assigned seventeen (17) or more contact hours, or its equivalent in combined assigned duties, per week in a health clinical area or health sciences skills lab throughout the course of a regular semester.
 5. Faculty members assigned twenty-one (21) or more hours, or its equivalent in combined assigned duties, per week in Enrollment Management and Student Success throughout the course of a regular semester.
- B. The College shall not be required to issue full-time, non-administrative regular faculty contracts for adjunct faculty assignments less than Section A. 1-5 above and subject to the following additional conditions:
1. Maximum adjunct faculty assignments during regular semesters, fall and winter, shall be calculated using the maximum per week contact hours in combined assigned duties referred to in Sections A 1-5 above and multiplied by 15 weeks (164.85, 194.85, 209.85, 254.85, and 314.85, respectively). For the purposes of this section, lab skills assignments shall be calculated using the maximum per week contact hours in combined assigned duties referred to in Section A. 4 above and multiplied by 15 weeks. At no time shall an adjunct faculty member exceed the total number of these contact hours during any single, regular 15-week semester. With the exception of courses which cannot be taught by a single adjunct faculty without exceeding the maximum hour limitations set forth above, it is not the College's intent to assign more than one adjunct faculty per course.
 2. When the College becomes aware of the intended absence of a faculty member with at least 24 hours' notice and decides not to cancel the class(s), absence replacement hours shall be offered first to all qualified full-time faculty members via College email address, subject to the conditions and limitations set forth in Article XIII, Sections D and E. Absence replacement hour assignments shall be awarded on a first-come, first-served basis to full-time faculty responding within 12 hours of the offer.

APPENDIX E- FACULTY QUALIFICATIONS
Minimum Academic Credential and Equivalent/Tested Experience Used as a
Basis for Determining Qualified MCCC Faculty*

Department	Courses	Minimum Academic Credential*	Equivalent/Tested Experience
APPLIED SCIENCE AND ENGINEERING TECHNOLOGY DIVISION			
Automotive Engineering Technology (AUTO)	AUTO 101, 102, 103, 104, 105, 107, 109, 114, 201	• Bachelor's degree in Automotive Engineering Technology	• Bachelor's degree in Engineering field, OR Associate degree in Automotive Engineering Technology or Automotive Service Technology OR Engineering or Engineering Technology AND • 4,000 hours of hands on automotive work-related experience
Automotive Service Technology (AST)	AST 101	• Bachelor's degree in Automotive Engineering or Automotive Engineering Technology or Engineering Technology AND • ASE certified in G1 (Automotive Maintenance and Light Repair)	• Bachelor's degree (in any area), OR Associate degree in Automotive Service Technology, Automotive Engineering Technology, Engineering or Engineering Technology AND • 4,000 hours of hands-on automotive work-related experience
	AST 102, 103, 249	• Bachelor's degree in Automotive Engineering or Automotive Engineering Technology or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and G1 (Automotive Maintenance and Light Repair)	• Bachelor's degree (in any area), OR Associate degree in Automotive Service Technology, Automotive Engineering Technology, OR Engineering or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and G1 (Automotive Maintenance and Light Repair) AND • 4,000 hours of hands-on automotive work-related experience
	AST 105, 205	• Bachelor's degree in Automotive Engineering or Automotive Engineering Technology or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A1 (Engine Repair) and G1 (Automotive Maintenance and Light Repair)	• Bachelor's degree (in any area), OR Associate degree in Automotive Service Technology, Automotive Engineering Technology, OR Engineering or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A1 (Engine Repair) and G1 (Automotive Maintenance and Light Repair) AND • 4,000 hours hands-on automotive work-related experience

Department	Courses	Minimum Academic Credential*	Equivalent/Tested Experience
	AST 120	• Bachelor's degree in Automotive Engineering or Automotive Engineering Technology or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems), A5 (Brakes) and G1 (Automotive Maintenance and Light Repair)	• Bachelor's degree (in any area), OR in Engineering field, Associate degree in Automotive Service Technology, Automotive Engineering Technology, OR Engineering or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems), A5 (Brakes) and G1 (Automotive Maintenance and Light Repair) AND • 4,000 hours hands-on automotive work-related experience
	AST 125	• Bachelor's degree in Automotive Engineering or Automotive Engineering Technology or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A4 (Suspension and Steering) and G1 (Automotive Maintenance and Light Repair)	• Bachelor's degree (in any area), OR Associate degree in Automotive Service Technology, Automotive Engineering Technology, OR Engineering or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A4 (Suspension and Steering) and G1 (Automotive Maintenance and Light Repair) AND • 4,000 hours hands-on automotive work-related experience
	AST 130	• Bachelor's degree in Automotive Engineering or Automotive Engineering Technology or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A7 (Heating and Air Conditioning) and G1 (Automotive Maintenance and Light Repair)	• Bachelor's degree (in any area), OR Associate degree in Automotive Service Technology, Automotive Engineering Technology, OR Engineering or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A7 (Heating and Air Conditioning) and G1 (Automotive Maintenance and Light Repair) AND • 4,000 hours hands-on automotive work-related experience
	AST 202, 203	• Bachelor's degree in Automotive Engineering or Automotive Engineering Technology or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A8 (Engine Performance) and G1 (Automotive Maintenance and Light Repair) and L1 Advanced Level Engine Performance and A1 Engine Repair	• Bachelor's degree (in any area), OR Associate degree in Automotive Service Technology, Automotive Engineering Technology, OR Engineering or Engineering Technology AND • ASE certified in A6 (Electrical/Electronic Systems) and A8 (Engine Performance) and G1 (Automotive Maintenance and Light Repair) and L1 Advanced Level Engine Performance and A1 Engine Repair AND • 4,000 hours hands-on automotive work-related experience

Department	Courses	Minimum Academic Credential*	Equivalent/Tested Experience
Materials Technology (MATL)	MATL 101, 215, 225	- Bachelor's degree in Metallurgical Engineering, Materials Engineering, Engineering Technology, Materials Science Technology, Welding Engineering, Welding and Metallurgical Engineering Technology, Welding Technology, or Manufacturing Engineering, or Industrial Technology or Technical Education with emphasis on metallurgy and materials science AND - Minimum of Two (2) Years (4,000 hours) materials related work experience	- Associate degree in Metallurgical Technology, Materials Science Technology, Materials, Technology, Welding Technology, Manufacturing Engineering, or equivalent with an emphasis on materials/metallurgy AND - Minimum of Four (4) years (8,000 hours) materials/metallurgy related work experience
	MATL 121	- Bachelor's degree in Metallurgical Engineering, Materials Engineering Technology, Materials Science Technology, Nuclear Engineering, Nuclear Engineering Technology, Welding Engineering OR Welding Engineering Technology with emphasis on metallurgy and nuclear materials, AND - Minimum of Two (2) Years (4,000 hours) materials related work experience	- Associate degree in Metallurgical Engineering Materials Science or Materials Technology with emphasis on nuclear materials - Associate degree in Engineering, Engineering Technology OR Nuclear Engineering Technology with direct responsibility with metallurgical and nuclear materials and testing AND - Minimum of Four (4) Years (8,000 hours) materials related work experience
Mechanical Design Technology (MDTC)	MDTC 109	Bachelor's degree in Mechanical Design (CAD), Industrial/Manufacturing Engineering or Technology, Mechanical Engineering, Construction Management, Architecture, or Design and Drafting	- Associate degree in Mechanical Design (CAD), Industrial/Manufacturing Engineering or Technology Mechanical Engineering, Construction Management, Architecture, or Design and Drafting AND 4,000 hours of hands-on work-related experience
	MDTC 152, 160, 161, 224, 226, 228, 232, 236, 240, 242	Bachelor's degree in Mechanical Design (CAD), Industrial/Manufacturing Engineering or Technology Mechanical Engineering, Construction Management, Architecture, or Design and Drafting	- Associate degree in Engineering, Engineering Technology, or related field AND 4,000 hours of hands-on work-related experience
	MDTC 116	Bachelor's degree in Construction Management or Architecture	- Associate degree in Construction Management or Architecture AND 4,000 hours of hands-on work-related experience

Department	Courses	Minimum Academic Credential*	Equivalent/Tested Experience
Mechanical Engineering Technology (METC)	METC 100, 160, 170, 172, 180, 208, 210, 220, 234, 270	Bachelor degree in Mechanical Engineering, Mechanical Engineering Technology, or Engineering Technology	- Associate degree in Mechanical Engineering, Mechanical Engineering Technology, or Engineering Technology AND 4,000 hours of hands-on work-related experience
Nuclear Engineering Technology (NUET)	NUET 100, 120, 130, 205, 220, 230, 240	Bachelor's degree in Engineering or Engineering Technology, Nuclear Engineering Technology, Mechanical, or Electrical Engineering Technology	- Associate degree in Engineering or Engineering Technology, Nuclear Engineering Technology, or Mechanical, or Electrical Engineering Technology AND 4,000 hours of hands-on work-related experience
Manufacturing Technology (MECH)	MECH 102, 103, 104, 105, 111, 112, 116, 117, 127, 131, 134, 201, 216, 221, 231	Bachelor's degree in Manufacturing, Industrial Engineering Technology, or Engineering Technology related area.	- Associate degree in Manufacturing, Industrial Engineering Technology, or Engineering Technology related area AND 4,000 hours of hands-on work-related experience
Quality Systems Technology (QSTC)	QSTC 105, 115, 120, 150, 210, 220, 230	Bachelor's degree in Manufacturing, Industrial Engineering Technology, or Engineering Technology related area	- Associate degree in Manufacturing, Industrial Engineering Technology, or Engineering Technology related area AND 4,000 hours of hands-on work-related experience
Welding Technology (WELD)	WELD 100, 101A, 101B, 101C, 102, 102A, 102B, 102C, 103, 104A, 104B, 104C, 104D, 105, 106, 106A, 106B, 106C, 109, 110, 114, 115, 215, 216, 217, 240, 250	- Bachelor's degree in Welding Engineering Technology, Welding Technology, Welding Engineering, Metallurgical Engineering, Welding and Metallurgical Engineering Technology, or Industrial Technology with welding emphasis, or Technical Education with Associate's degree in Welding AND - Minimum of Two (2) Years (4,000 hours) welding related work experience AND - Current AWS (American Welding Society) CWI (Certified Welding Inspector) Endorsement AND - Current Welder Certification Endorsement	- Associate's degree in Welding Technology, Welding Engineering Technology, or Industrial Technology with welding emphasis OR High School Diploma or GED with Journeymen Welder Certification OR College issued welding certificate AND - Minimum of Four (4) Years (8,000 hours) welding related work experience AND - Current AWS (American Welding Society) CWI (Certified Welding Inspector) Endorsement AND - Current Welder Certification Endorsement OR equivalent industry recognized credential

Department	Courses	Minimum Academic Credential*	Equivalent/Tested Experience
	WELD 130	• Bachelor's degree in Engineering or Engineering Technology, Nuclear Engineering Technology, Mechanical, or Electrical Engineering Technology, Welding Technology, or related field AND • ASNT Level 2 Certification – Any method (UT, MT, PT, VT, RT) AND • Minimum of Two (2) Years (4,000 hours) related work experience	• Associate degree in Engineering or Engineering Technology, Nuclear Engineering Technology, or Mechanical, or Electrical Engineering Technology, Welding Technology or related AND • ASNT Level 2 Certification – Any method (UT, MT, PT, VT, RT) AND • Minimum of Four (4) Years (8,000 hours) NDT related work experience
	WELD 131	• Bachelor's degree in Engineering or Engineering Technology, Nuclear Engineering Technology, Mechanical, or Electrical Engineering Technology, Welding Technology, or related field AND • ASNT Level 2 MT and PT Certification AND • Minimum of Two (2) Years (4,000 hours) related work experience	• Associate degree in Engineering or Engineering Technology, Nuclear Engineering Technology, or Mechanical, or Electrical Engineering Technology, Welding Technology or related AND • ASNT Level 2 MT and PT Certification AND • Minimum of Four (4) Years (8,000 hours) NDT related work experience
	WELD 132	• Bachelor's degree in Engineering or Engineering Technology, Nuclear Engineering Technology, Mechanical, or Electrical Engineering Technology, Welding Technology, or related field AND • ASNT Level 2 VT Certification AND • Minimum of Two (2) Years (4,000 hours) related work experience	• Associate degree in Engineering or Engineering Technology, Nuclear Engineering Technology, or Mechanical, or Electrical Engineering Technology, Welding Technology or related AND • ASNT Level 2 VT Certification AND • Minimum of Four (4) Years (8,000 hours) NDT related work experience
	WELD 133, 134	• Bachelor's degree in Engineering or Engineering Technology, Nuclear Engineering Technology, Mechanical, or Electrical Engineering Technology, Welding Technology, or related field AND • ASNT Level 2 RT Certification AND • Minimum of Two (2) Years (4,000 hours) related work experience	• Associate degree in Engineering or Engineering Technology, Nuclear Engineering Technology, or Mechanical, or Electrical Engineering Technology, Welding Technology or related AND • ASNT Level 2 RT Certification AND • Minimum of Four (4) Years (8,000 hours) NDT related work experience

Department	Courses	Minimum Academic Credential*	Equivalent/Tested Experience
	WELD 135, 136	• Bachelor's degree in Engineering or Engineering Technology, Nuclear Engineering Technology, Mechanical, or Electrical Engineering Technology, Welding Technology, or related field AND • ASNT Level 2 UT Certification AND • Minimum of Two (2) Years (4,000 hours) related work experience	• Associate degree in Engineering or Engineering Technology, Nuclear Engineering Technology, or Mechanical, or Electrical Engineering Technology, Welding Technology or related AND • ASNT Level 2 UT Certification AND • Minimum of Four (4) Years (8,000 hours) NDT related work experience

BUSINESS DIVISION			
Accounting (ACCTG)	All ACCTG except ACCTG 256	• Master's degree in Accounting OR • Bachelor's degree in any discipline plus 18 graduate credits in Accounting OR • CPA/CMA certification	
	ACCTG 256	• Master's degree in Accounting OR • Bachelor's degree in any discipline plus 18 graduate credits in Accounting OR • CPA/CMA certification OR • Enrolled Agent with the Internal Revenue Service AND • Current IRS VITA Site Coordinator Certification	
Business Administration (BUSAD)	BUSAD 151, 170, 180	• Master's degree in a Business discipline or Business Education discipline OR • Bachelor's degree in any discipline with 18 graduate credits in a Business Discipline or Business Education Discipline	• Bachelor's degree in any discipline AND • Appropriate Equivalent/Tested Experience **
Business Law (BSLW)	BSLW 251	• Juris Doctorate or Master's degree in Law/Legal Studies OR • Bachelor's degree in any discipline with 18 graduate credits in Law/Legal Studies OR • Bachelor's degree in any discipline with 18 graduate credits in a Business discipline or Business Education discipline with specific coursework in Business Law.	
Business Management (BMGT)	BMGT 201, 202, 220, 251	• Master's degree in a Business Discipline, or Business Education discipline OR • Bachelor's degree in any discipline with 18 graduate credits in a Business discipline	• Bachelor's degree in any discipline AND • Appropriate Equivalent/Tested Experience**
Cybersecurity and Information Assurance (CIA)	CIA 103, 105, 107, 201, 202, 203, 210, 213	• Master's degree in Networking/Information Assurance Security/Computer Security/Management Information Systems/Computer Information Systems, or related discipline OR • Bachelor's degree in any discipline, with 18 graduate credits in Networking/Information Assurance Security/Computer Security/Management Information	• Bachelor's degree in any discipline AND • Appropriate Equivalent/Tested Experience**

		Systems/Computer Information Systems Computer Science, or related discipline	
Basic Computer Information Systems & Software (CIS)	CIS 105, 107,109,112,113 ,123,130	- Bachelor's degree in Computer Information Systems/ Computer Software Applications/Business/Business Education/Office Education/Computer Science/Management Information Systems OR - Bachelor's degree in any Discipline with 18 graduate credits in Computer Information Systems Discipline/Computer Software Applications/Business /Business Education/Office Education/Computer Science/Management Information Systems	Bachelor's degree in any discipline AND Appropriate Equivalent/Tested Experience**
Computer Programming and Computer Science (CIS)	CIS 150, 153, 156, 167, 183, 212, 250, 267, 268	- Master's degree in Computer Programming/Computer Science/or Related Field OR - Bachelor's degree in any discipline with 18 graduate credits in Computer Programming/Computer Science/or Related Field	- Bachelor's degree in any discipline AND - Appropriate Equivalent/Tested Experience**
Computer Hardware, Systems, Networking (CIS)	CIS 140, 205, 209, 220, 228, 230, 234	- Master's degree in MIS/Networking/Systems, or related discipline OR - Bachelor's degree in any field and 18 graduate credits in MIS/Networking/Systems, or related discipline	Bachelor's degree in any discipline AND Appropriate Equivalent/Tested Experience**
Graphic, Web and Media Design and Development (CIS)	CIS 178, 182, 184, 186, 187, 188, 189, 277, 279, 284, 289	- Master's in Graphic Design/Arts, Web Design/Development, or related discipline, OR - Bachelor's degree in any discipline and 18 graduate credits in Graphic Design/Arts, Web Design/Development, or related discipline	- Bachelor's degree in any discipline AND - Appropriate Equivalent/Tested Experience**
Economics (ECON)	ECON 251, 252	- Master's degree in Economics OR - Master's degree and 18 graduate credits in Economics	
Internship (COOP)	COOP 297, 298, 299	Determined by the discipline in which the internship is undertaken and will match the courses consistent with that discipline.	
Law (LAW)	LAW 151, 175, 205, 210, 220, 230, 240, 245, 250, 260, 270, 280	Juris Doctorate degree, be actively licensed to practice law in at least one state, and have demonstrated experience working with paralegals	

HEALTH SCIENCES DIVISION			
Nursing NURS (all courses)	NURS/PNRN	• Full-time: Master's degree. The majority of faculty shall hold a graduate degree with a major in nursing. If not in nursing, then a minimum of a baccalaureate degree in nursing or an equivalent standing in a nationally nursing accredited ADN to MSN nursing education program with attestation of baccalaureate level competency. AND • Active, unencumbered MI RN license (OH license if assigned) • Part-time: Bachelor's degree in Nursing or equivalent standing in a nationally nursing accredited ADN to MSN nursing education program with attestation of baccalaureate level competency. AND • Active, unencumbered MI RN license (OH license if assigned.)	
	PNUR	• Full-Time: Master's degree; if not in nursing, then must hold BSN AND • active unencumbered MI RN license (OH license if assigned) • Part-Time: Bachelor's in Nursing AND • active unencumbered MI RN license (OH license if assigned)	
Respiratory (RTH) all courses	RTH – Full- time Faculty/ Dir of Clinical Education	• Bachelor's degree (in any area) AND • AAS or related degree in Respiratory Care • valid RRT credential AND • current state license	
	Clinical Instructor	• AAS or related degree in Respiratory Care AND • valid RRT credential AND • current state license	
	PT Instructional Faculty	• AAS or related degree in Respiratory Care AND • valid RRT credential AND • current state license	

Health Sciences (HLTSC)	CNA	• Primary Instructor: Current, active Michigan RN license in good standing • Meet requirements for a permitted nurse aid trainer • Delegated Instructor: RN or LPN with current, active license in State of Michigan in good standing • 1 year experience as a nurse	
	HLTSC 110	• Bachelor's degree in an area of biological or health sciences or related field	
	HLTSC 115	• Bachelor's degree in a health sciences or health science related field	
	HLTSC 120	• Bachelor's degree in pharmacology OR health science related field	
	HLTSC 150	• Bachelor's degree in a health science related field	
	HLTSC 151	• Bachelor's degree in nutrition & dietetics, OR certification in dietetics, OR health science related field	
	HLTSC 158, 159	• Bachelor's degree in related field AND • ASCP (American Society for Clinical Pathology) or equivalent certification	
	HLTSC 160	• Bachelor's degree in an area of biological or health science or related field	
	HLTSC 200	• Bachelor's degree in a health science related field OR • Master's degree in a health science related field	
	HLTSC 250	• Bachelor's degree in a health science or health science related field	

Health/Physical Education (HPE)	HPE 150 HPE 151 HPE 153	• Bachelor's degree in the areas of biological or health sciences or related field • American Heart Association BLS Instructor Certification • Bachelor's Degree in psychology, health sciences or related field	
	HPE 175	• Bachelor's degree in physical education or related field	• Current qualifying certification(s)
Emergency Medical Services (EMS)	EMS 151, 152, 153, 154	Full Time: • State of Michigan Licensed EMS Provider AND • EMS Instructor Coordinator License Part Time: • State of Michigan Licensed EMS Provider OR Subject Matter Expert in presented area	
Radiography (RAD)	RAD 100, 110, 113, 115, 130, 175, 180, 201, 205, 211, 213, 217, 221, 250	• Associate's degree in radiography AND • Bachelor's in radiography or education • 4 years' experience as a radiography technician, general or specialized, and minimally must have the Registered Radiologic Technologist R.T. (R) as awarded by the American Registry of Radiologic Technologists (ARRT). Specialist credentials preferred	

HUMANITIES & SOCIAL SCIENCES DIVISION			
Anthropology (ANTHR)	ANTHR 152	• Master's degree in Anthropology <u>or</u> • Master's degree with 18 graduate credits in Anthropology • Master's degree in Anthropology with course work	• Ph.D. in another subfield of Anthropology with qualifying exams or equivalent in Archaeology
	ANTHR 155	• specializing in Archaeology or MS degree in Archaeology OR • Master's degree with 18 graduate credits in the Archaeological subfield OR	
	ANTHR 165	• Master's degree in Anthropology OR • Master's degree in Archaeology with course work specializing in Eastern or Midwestern North American Archaeology OR • Master's degree with 18 graduate credits in the archaeological subfield specializing in Eastern or Midwestern North American Archaeology	
	ANTHR 175	• Master's degree in Anthropology with course work specializing in Archaeology OR • Master's degree in Archaeology OR • Master's degree with 18 graduate credits in the Archaeological subfield (must meet the Secretary of the Interior's standards and guidelines for qualification of professional Archaeologists)	
Art (ART)	ART 151, 155, 160, 165, 170, 180, 181, 190, 191, 250, 251, 252, 270, 271, 272 273, 274, 280, 281, 282	• Master's degree in Art or Studio Art OR • Master's degree in Fine Arts in Art or Studio Art OR • Master's degree with 18 graduate credits in Art or Studio Art	

College Skills – Developmental (COLL)	COLL 145	• Master’s degree in English, Education, or Reading OR • Master’s degree with 18 graduate credits in one of these disciplines	
Communication (COMM)	COMM 151, 181	• Master’s degree in Communication, Communication Studies, Journalism, Media Studies, Professional Communication, or Speech/Rhetoric OR • Master’s degree with 18 graduate credits in any one of the above disciplines	

Criminal Justice (CRJ)	CRJ 151	• Master's degree in Criminology or Criminal Justice OR • Master's degree with 18 graduate credits in Criminology or Criminal Justice	• Master's degree in Sociology with specialization in criminology or criminal justice OR Master's Degree in Sociology with 12 graduate credits in criminology or criminal justice OR • Bachelor's degree in any field with equivalent experience in a Criminal Justice Field
	CRJ 155, 255, 256	• Master's degree in Criminology or Criminal Justice OR • Master's degree with 18 graduate credits in Criminology or Criminal Justice	• Master's degree in Sociology with specialization in criminology or criminal justice OR Master's Degree in Sociology with 12 graduate credits in criminology or criminal justice OR • Police academy credential and work-related experience in criminology or criminal justice
	CRJ 156, 260	• Master's degree in Criminology or Criminal Justice OR • Master's degree in any physical science with work related experience in crime scene investigation or evidence technology OR • Master's degree with 18 graduate credits in Criminology or Criminal Justice	• Master's degree in Sociology with specialization in criminology or criminal justice OR Master's Degree in Sociology with 12 graduate credits in criminology or criminal justice OR • Police academy credential and work-related experience in evidence technology or crime scene investigation.
	CRJ 170, 270	• Master's degree in Criminology or Criminal Justice OR • Master's degree with equivalent experience in Parole/Probation or related community corrections field OR • Master's degree with 18 graduate credits in Criminology or Criminal Justice	• Master's degree in Sociology with specialization in criminology or criminal justice OR Master's Degree in Sociology with 12 graduate credits in criminology or criminal justice OR • Corrections academy credential and work-related experience in corrections OR

	CRJ 160, 165, 251, 261 CRJ 252, 253, 254	• Juris Doctor OR • Master's degree in Criminology or Criminal Justice OR • Master's degree with 18 graduate credits in Criminal Justice • Master's degree in Criminology or Criminal Justice OR • Master's degree with 18 graduate credits in Criminology or Criminal Justice	• Bachelor's degree in any field with equivalent experience in Parole/Probation or related community corrections field. • Master's degree in Sociology with specialization in criminology or criminal justice OR Master's Degree in Sociology with 12 graduate credits in criminology or criminal justice
Dance (DANCE)	DANCE 151 DANCE 152, 153, 155, 170, 219, 251	• Master's degree in any field of Dance or Fine Arts in Dance OR • Master's degree with 18 graduate credits in any field of Dance or Fine Arts in Dance • Master's degree in Dance or Fine Arts in Dance OR Master's degree in a related area with 18 graduate credits in Dance	
Early Childhood Education (ECE)	ECE 100, 102, 104, 106, 108, 110, 200, 202, 204, 206	• Master's degree in Early Childhood Education or Child Development OR • Master's degree in Education with specialty in Elementary Education and 18 graduate credits in Early Childhood Education or Child Development	

Education (EDUC)	EDUC 151	• Master's degree in Education or Educational Administration OR • Master's degree with 18 graduate credits in these disciplines	
	EDUC 158	• Master's degree in Art Education or Education with a concentration in Art or Art Education OR • Master's degree with 18 graduate credits in Art Education or Education with a concentration in Art or Art Education	
	EDUC 165	• Master's degree in Music Education OR • Master's degree with 18 graduate credits in Music Education	

English: Basic Writing Skills Literature, Business Writing, Technical Writing, Composition, and Creative Writing (ENGL)	ENGL 090 ENGL 151, 152, 155, 154, ENGL 240, 251, 252, 253, 254, 255, 256, 260, 261, 266, 267, 268	• Master's degree in English, Literature, or Composition/Rhetoric, MFA (writing) OR • Master's degree with 18 graduate credits in English, Literature, OR Composition/Rhetoric • Master's degree in English, Literature, or Composition/Rhetoric, MFA (writing) OR • Master's degree with 18 graduate credits in English, Literature, OR Composition/Rhetoric	
First Year Experience (FYE)	FYE 150 FYE 151	• Master's degree with their academic expertise while focusing on interdisciplinary practices for college success • Master's degree within the meta major assigned to the specific course taught to show students how to apply academic skills to be successful in that field and college life	
French (FREN)	FREN 151, 152, 251, 252	• Master's degree in French OR • Master's degree with 18 graduate credits in French	• Native speaker with 18 graduate credits in Education or Applied Linguistics
German (GERMN)	GERMN 151, 152, 251, 252	• Master's degree in German OR • Master's degree with 18 graduate credits in German	• Native speaker with 18 graduate credits in Education or Applied Linguistics
Gender Studies (GWST)	GWST 151	• Master's degree in Gender and Woman's Studies OR • Master's degree with 18 graduate credits in Gender and Woman's Studies	

History (HIST)	HIST 152, 153, 158, 159, 160, 173 HIST 151 HIST 154, 155 HIST 297	• Master's degree in History OR • Master's degree with 18 graduate credits in History • Master's degree in History or Classical Studies OR • Master's degree with 18 graduate credits in History or Classical Studies • Master's degree in History or American Studies OR • Master's degree with 18 graduate credits in History or American Studies • Master's degree in History, Archival Administration, Museum Studies or equivalent	
Humanities (HUMAN)	HUMAN 151, 151H, 152	• Master's degree in humanities or a subfield of humanities OR • Master's degree with 18 graduate credits in humanities or a subfield of humanities	

	HUMAN 250, 256, 257	• Master's degree in Communication that includes one of the following subfields: Communication Studies, Media Studies, or Professional Communication OR • Master's degree in Art or Fine Arts degree with 18 graduate credits in one of the following subfields: Film, Film Studies, or Media Studies OR • Master's degree with 18 graduate credits in one of the above subfields	
Journalism (JOURN)	JOURN 161, 162, 251, 252, 261, 262	• Master's degree in Journalism, Communication, Communication Studies, Media Studies, or Professional Communication OR • Master's degree with 18 graduate credits in any one of the above disciplines	
Music (MUSIC)	MUSIC 150, 151, 250, 251 MUSIC, 161V, 162V, 261V, 262V MUSIC 154, 155 254, 255 MUSIC 161I, 162I, 261I, 262I MUSIC 170 265, 266, 268 MUSIC 180, 181, 280, 281	• Master's degree in Music (with a concentration in choral music conducting) • Master's degree in Music (with a concentration in voice) OR • Master's degree with 18 graduate credits in Voice or Vocal Music • Master's degree in Music (with a concentration in musical ensemble conducting) • Master's degree in Music with a concentration in musical performance (of the instrument being taught) <u>and</u> at least one course in music pedagogy • Master's degree in Music OR Music History • Master's degree with 18 graduate credits in Music or Music History • Master's degree in Music Performance or Music Theory	
Philosophy (PHIL)	PHIL 151, 152, 253, 254	• Master's degree in Philosophy OR • Master's degree with 18 graduate credits in Philosophy	

Political Science (POLSC)	POLSC 151, 153	• Master's degree in Political Science, Public Administration, or Juris Doctor OR	
	POLSC 158 POLSC 211, 252 POLSC 221	• Master's degree with 18 graduate credits in Political Science or Public Administration • Master's degree in Political Science OR • Master's degree with 18 graduate credits in Political Science, 12 of which should be political theory/philosophy courses. • Master's degree in Political Science OR • Master's degree with 18 graduate credits in Political Science • Master's degree in Political Science or Public Administration OR • Master's degree with 18 graduate credits in Political Science or Public Administration	
Reading- Developmental (RDG)	RDG 090	• Master's degree in Reading, OR • Master's degree in Education or Developmental Education with 18 graduate credits in Reading, OR • Master's degree with 18 graduate credits in ESL	
Sociology (SOC)	SOC 151, 152, 161, 251, 253 160	• Master's degree in Sociology OR • Master's degree with 18 graduate credits in Sociology • Master's degree in Sociology OR • Master's degree with 18 graduate credits in Sociology with a graduate certificate in Gerontology OR • Master's degree with 18 graduate credits in interdisciplinary Gerontology (with a concentration in education or research)	
Spanish (SPAN)	SPAN 151, 152, 251, 252	• Master's degree in Spanish OR • Master's degree with 18 graduate credits in Spanish	• Native speaker with 18 graduate credits in Education or Applied Linguistics

Speech (SPCH)	SPCH 151, 152, 155, 255	• Master's degree in Communication, Communication Studies, Professional Communication, or Speech/Rhetoric OR • Master's degree with 18 graduate credits in one of the above areas	
Theater (THEA)	THEA 151, 152, 161, 251	• Master's degree in Fine Arts OR • Master of Arts degree in Theater OR • Master of Arts degree in Performance Studies with a concentration in Theater OR • Master of Arts degree in related field with 18 graduate credits in Theater	

SCIENCE/MATHEMATICS DIVISION			
Astronomy (ASTRN)	ASTRN 151	• Master's degree in Astronomy or Physics or subfield Astronomy or Physics OR • Master's degree with 18 graduate credits in Astronomy or Physics or subfield of Astronomy or Physics	
Biology (BIOL)	BIOL 151, 153, 156, 161	• Master's degree in Biology with graduate coursework in one of the following subfields: botany, ecology, environmental science (biology emphasis), genetics, microbiology, zoology, marine biology OR • Master's degree in one of the above subfields OR • Master's degree with 18 graduate credits in Biology in any of the above subfields	
	BIOL 251, 252, 260, 264, 266	• Master's degree in Biology with graduate coursework in one of the following subfields: botany, ecology, genetics, microbiology, zoology OR • Master's degree in one of the above subfields OR • Master's degree and 18 graduate credits in any of the above subfields	
	BIOL 257, 258, 259	• Master's degree in Biology with graduate coursework in one of the following subfields: anatomy, physiology, pathophysiology, zoology OR • Master's degree in one of the above subfields OR • Master's degree with 18 graduate credits in any of the above subfields	

- | | |
|--|--|
| | <ul style="list-style-type: none">• Master's degree with 18 graduate credits in MATH or equivalent |
| MATH 105, 119,
124, 125, 126,
151, 154, 156,
157, 159, 162,
164, 166, 171,
172, 251, 271,
273 | <ul style="list-style-type: none">• Master's degree in Mathematics, Applied Mathematics, Physics, or Statistics• Master's degree with 18 graduate credits in MATH or equivalent |

Meteorology (MET)	MET 151	• Master's degree in Meteorology, Atmospheric Science, Earth Science OR • Master's degree with 18 graduate credits in any of the above disciplines	
Physical Science (PHYSC)	PHYSC 151	• Master's degree in Earth Science, Geology, Physics or Chemistry OR • Master's degree with 18 graduate credits in any of the above disciplines	
Physics (PHY)	PHY 101, 151, 152, 251, 252	• Master's degree in Physics with graduate coursework in one of the following subfields: classical mechanics, thermodynamics, and statistical mechanics, electromagnetism, relativity, quantum mechanics, astrophysics, biophysics, or geophysics OR • Master's degree with 18 graduate credits in any of the above subfields	
Psychology (PSYCH)	PSYCH 151, 152 PSYCH 251, 254, 258 PSYCH 253	• Master's degree in Psychology with graduate coursework in one of the following subfields: clinical psychology, counseling psychology, developmental psychology, experimental psychology, general psychology, industrial organizational psychology, or social psychology OR • Master's degree with 18 graduate credits in Psychology and graduate coursework in any of the above subfields • Master's degree in Psychology with graduate coursework in one of the following subfields: clinical psychology, counseling psychology, developmental psychology or experimental psychology OR • Master's degree with 18 graduate credits in Psychology and graduate coursework in any of the above subfields • Master's degree in Psychology with graduate coursework in one of the following subfields: clinical psychology, counseling psychology, experimental psychology, industrial organizational psychology, or social psychology OR • Master's degree with 18 graduate credits in Psychology	

Social Work (SWK)	PSYCH 257 SWK 106, 151, 296A, 296B, 296C, 296D	and graduate coursework in any of the above subfields • Master's degree in Sexology, Or Master's degree in psychology with graduate coursework in one of the following subfields: clinical psychology, counseling psychology, developmental psychology, or experimental psychology OR • Master's degree with 18 graduate credits in Sexology or Psychology and graduate coursework in any of the above subfields • Master's degree in Social Work OR • Master's degree with 18 graduate credits in Social Work	
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Non-Teaching Faculty Qualifications			
Professional Counselors		• Master's degree in Counseling	
Faculty Librarian		• Master of Arts or Master of Science degree in library science or information studies with a program specialization in information and library science, both from an American Library Association-accredited program.	
Disability Services Coordinator		• Master's degree in Counseling AND L.P.C. Licensed Professional Counselor or L.L.P.C. Limited Licensed Professional Counselor	
Coordinator of e-Learning and Instructional Support		• Master of Arts, Master of Education, or Master of Science in educational media or technology with coursework in one of the following subfields, but not limited to instructional technology, educational media, human performance technology.	

* **NOTE:** This document is meant to reflect the minimum academic credential (degree/certificate) used as the basis for determining all qualified faculty. Some courses and programs require additional qualifications beyond what are listed as minimum academic credentials or equivalent/tested experience, including such things as accreditation requirements and work-related experience. All full-time faculty employed, as of the ratification date of this contract, are considered to be minimally qualified through minimum credentials or equivalent/tested experience.

Appendix E

**** EQUIVALENT/TESTED EXPERIENCE IN RELATION TO MCCC FACULTY QUALIFICATIONS**

Faculty may be deemed qualified based on academic credentials, equivalent experience or some combination thereof; and periodic evaluation that demonstrates that they are appropriately qualified. In these cases, qualifying documentation that attests to the faculty member's ability to understand and convey the essentials of a specific discipline or field in a collegiate environment and to understand student learning through ongoing collection and analysis of appropriate data shall be provided. Qualifying documentation include academic transcripts, documentation of professional experience, professional letters of support, relevant and current certifications/licenses publications, awards and other third-party recognition, and/or other pertinent items.

The following may be used as appropriate to a discipline, field of study, and/or occupational area to validate, verify, and/or to enhance the skills and experience that accrue to a successful faculty member's teaching credentials that may not meet minimum qualifications in a discipline or sub-field but are considered Equivalent/Tested Experience.

1. Outstanding professional experience and demonstrated contributions to the teaching discipline which may be presented in lieu of formal academic preparation.
2. Training in a closely related discipline/field and is competent to teach the course objectives and assess learning.
3. Relevant managerial or operational responsibilities in a public or private organizational setting.
4. Evidence of accomplishments and success within an appropriate public or private organizational setting or environment.
5. Earning industry standard/accepted third party certifications within a field or sub-field in question.
6. Evidence of academic, scholarly or industrial excellence which could be demonstrated through publication, authoring articles or text materials, invitation to participate in scholarly or industry experiences or activities like seminars, colloquiums, etc., or invitation by a third-party to demonstrate expertise in the given discipline such as presenting at a conference.
7. Review or publication of learning materials, textbooks, and supplemental resources used in the delivery of course content. This experience could accrue to a faculty member by participation in a conference, colloquy, independent review and/or editing of educational materials where that citation can be documented or participation verified.
8. Invitation and/or participation in education skills conferences, symposiums, seminars, or similar assemblies intended to meet with and learn from practitioners and/or experts in the discipline or specialty. These associations may be under the sponsorship or auspices of a university, publisher, author, professional association, or other applicable entity.
9. Demonstrated proficiency in the use and application of software programs or other skills where graduate coursework is unavailable, unrealistic, or inappropriate. These may be formal certifications or the production of artifacts that attest to the skill level necessary to successfully present material in a laboratory or classroom setting. The level of proficiency in the production of said artifacts will be evaluated by faculty who have familiarity with the level of skill required or have achieved the level skill sought.
10. Employment in the public or private sector in an area where sub-field, undergraduate, or graduate level knowledge and skills are applied, further developed or demonstrated, and enhanced to validate and compensate for less than 18 graduate credit hours of coursework. Demonstration of the application of the principles, techniques, and skills in the development and promotion of programs and courses also meet this requirement. Artifacts and documentation are required to support the bona fides from this employment.

11. Participation in public sector or private sector groups, ad hoc or formal, that are composed of people with the skills and experience who seek faculty member participation by virtue of the employment of the faculty member at the community college. The faculty member's participation needs to be demonstrably driven by both a desire to serve and an invitation of principals. Examples could be an economic development committee, marketing study, review of job descriptions in human resources relevant to the discipline, and/or related work.

In cases where Equivalent/Tested Experience is not listed as an option for qualifying a faculty, the Faculty Qualifications Equivalent/Tested Experience Form and following process must be completed. It is understood that this would be used under rare and extenuating circumstances. After review of the qualifying documentation, the division dean shall send (via email OR text to personnel phone if preferred by the faculty) the completed "Faculty Qualifications Equivalent/Tested Experience Form" to full-time faculty who teach the course(s). The dean shall also call the full-time faculty member(s) on their personal phone (or leave a voice mail message if there is no answer), alerting them that a Faculty Qualifications Equivalent/Tested Experience Form was sent to their College email address. The faculty shall have **5** business days, starting the day after the email and phone call, to provide input to the dean (via email or phone), unless mutually agreed upon, after which time the College may move forward hiring the faculty. In the case the faculty provides reason for disagreeing with the qualifying documentation within the 5 business day response period, and after conversing with the division dean and not reaching resolve, a meeting (face-to-face or via phone) between the Vice President of Instruction and MCCCFA to resolve the issue shall usually take place within another **5** business days, unless mutually agreed upon. If MCCCFA does not respond within 5 business days then the College may move forward with hiring the faculty. The form and documents shall be placed in the faculty's personnel file.

Faculty Qualifications Equivalent/Tested Experience Form

Please complete the **Faculty Equivalent/Tested Experience Form** for all candidates under consideration for a teaching assignment who do not meet minimum academic credentials and/or equivalent/tested experience is not listed in Appendix E of the 2022-2025 Master Agreement. If approved, the faculty will be considered qualified through Equivalent/Tested Experience to teach the courses listed.

Name of Candidate:

MCCC courses under consideration for assignment:

Course Prefix and Number	Title	Intended as Transfer Occupational	

Please complete the following as it applies to the courses under consideration for assignment.

Postsecondary Education (degree held, if applicable and credit hours for each course):

Certifications/Licenses:

Professional Experience:

Professional Letters of Support (if yes, number):

☐

Yes

☐

No

☐

None Requested

Awards/Third Party Recognition:

Publications:

Other:

Signatures for approval:

Division Dean

Date

Vice President of Instruction

Date

**Letter of Understanding
Between
Monroe County Community College
and the
Monroe County Community College Faculty Association**

This Letter of Understanding (LOU) is entered into this (22nd) day of August 2025 by and between the Monroe County Community College Faculty Association, MEA-NEA ("MCCCFA") and Monroe County Community College District ("College"). In consideration of the mutual covenants hereinafter set forth, MCCCFA and the College hereby agree to enter into this Letter of Understanding regarding the hiring of an additional full-time, non-administrative Professional Counselor. The College shall form a hiring committee in the beginning of the Fall 2025 semester for the Professional Counselor position. The College shall hire an additional full-time, non-administrative Professional Counselor, during the Fall 2025 semester, whose position is protected by the provisions of this contract. If the College is unable to fill the Professional Counselor position after exercising due diligence during the Fall 2025 semester, the search shall remain ongoing until the position is filled.

The parties agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. The parties further agree that the resolutions reached in this Agreement are unique to the circumstances involved, and that they are in no way intended to be precedent setting with respect to future interpretations of the parties' collective bargaining agreement.

By: Linda Hebert
For the District

By: Michelle Jones
For the Association

Date: 8.22.25

Date: 8/22/25

**Memorandum of Understanding
Between
Monroe County Community College
and the
Monroe County Community College Faculty Association**

This Letter of Understanding (LOU) is entered into this (22nd) day of August 2025 by and between the Monroe County Community College Faculty Association, MEA-NEA ("MCCCFA") and Monroe County Community College District ("College"). In consideration of the mutual covenants hereinafter set forth, MCCCFA and the College hereby agree to enter into this Letter of Understanding regarding the on-line course section cap (excludes hybrid/blended classes). The parties agree that during the 2025-2028 contract and until the day before the contract expires, August 22nd 2028, the cap for on-line courses shall be twenty-five (25).

The parties agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. The parties further agree that the resolutions reached in this Agreement are unique to the circumstances involved, and that they are in no way intended to be precedent setting with respect to future interpretations of the parties' collective bargaining agreement.

By: Linda McDaniel
For the District

By: Quik Jones
For the Association

Date: 8.22.25

Juan K. Velez
Date: 8/22/25

**Letter of Understanding
Between
Monroe County Community College
and the
Monroe County Community College Faculty Association**

This Letter of Understanding (LOU) is entered into this (22nd) day of August 2025 by and between the Monroe County Community College Faculty Association, MEA-NEA ("MCCCFA") and Monroe County Community College District ("College"). In consideration of the mutual covenants hereinafter set forth, MCCCFA and the College hereby agree to enter into this Letter of Understanding regarding current faculty as of 8/25/25 and their families (spouse and dependent children as defined by health insurance provided by the College) of Monroe County Community College may be admitted to those Monroe County Community College course for which they are eligible without payment of tuition and fees that pay for use of College-owned materials. Costs for books or manuals, or special fees required for classes such as skiing, bowling, photography, etc., will be the responsibility of the enrollee. If the cost of a course includes books and fees as well as tuition, the employee will be responsible for the costs indicated in the previous sentence.

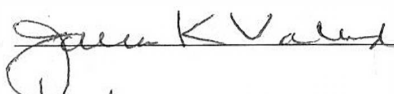
The parties agree that this Agreement shall not sunset.

The parties agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. The parties further agree that the resolutions reached in this Agreement are unique to the circumstances involved, and that they are in no way intended to be precedent setting with respect to future interpretations of the parties' collective bargaining agreement.

By: 
For the District

By: 
For the Association

Date: 8.22.25


Date: 8/22/25

**Letter of Understanding
Between
Monroe County Community College
and the
Monroe County Community College Faculty Association**

This Letter of Understanding (LOU) is entered into this (22nd) day of August 2025 by and between the Monroe County Community College Faculty Association, MEA-NEA ("MCCCFA") and Monroe County Community College District ("College"). In consideration of the mutual covenants hereinafter set forth, MCCCFA and the College hereby agree to enter into this Letter of Understanding.

1. Adjunct faculty assigned lecture-discussion classes shall be limited to thirteen (13) or less credit-contact hours, or its equivalent in combined assigned duties, per week throughout the course of a regular semester.
2. The English Faculty Composition Coordinator shall have reassignment time of eight (8) hours per semester.

This LOU will be enforced during the entirety of the 2025-2028 contract.

The parties agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. The parties further agree that the resolutions reached in this Agreement are unique to the circumstances involved, and that they are in no way intended to be precedent setting with respect to future interpretations of the parties' collective bargaining agreement.

By: Linda H. A. [Signature]
For the District

By: [Signature]
For the Association

Date: 8.22.25

[Signature]
Date: 8/22/25

**Memorandum of Understanding
Between
Monroe County Community College
and the
Monroe County Community College Faculty Association**

This Letter of Understanding (LOU) is entered into this (22nd) day of August 2025 by and between the Monroe County Community College Faculty Association, MEA-NEA ("MCCCFA") and Monroe County Community College District ("College"). In consideration of the mutual covenants hereinafter set forth, MCCCFA and the College hereby agree to enter into this Letter of Understanding regarding retroactive pay. The parties agree that in the case the 2025-2028 contract is ratified by MCCCFA and approved by the MCCC Board of Trustees by September 22, 2025, salary payments will be retroactive under the new contract to August 25, 2025.

The parties agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. The parties further agree that the resolutions reached in this Agreement are unique to the circumstances involved, and that they are in no way intended to be precedent setting with respect to future interpretations of the parties' collective bargaining agreement.

Monroe County Community College
Faculty Association, MEA- NEA

By: James K Vallade
James Vallade, Ph.D. Co-chief Negotiator

Date 8/22/25

Michelle Turner
8/25/25

Monroe County Community College

By: Linda H. Torbet
Linda Torbet, Chief Negotiator

Date 8.22.25