

**Memorandum of Understanding**  
**Between**  
**Grand Rapids Community College**  
**and the**  
**Grand Rapids Community College**  
**College Employees Benefit Association**

October, 2025

This Memorandum of Understanding ("MOU") is made by mutual agreement between Grand Rapids Community College and the College Employees Benefit Association ("CEBA") (collectively, the "Parties"). This MOU is entered into for the purpose of amending the Parties' collective bargaining agreement ("contract") regarding the maximum reimbursement amounts under the Dental and Vision Reimbursement Program provided for eligible CEBA employees.

The Parties mutually agree as follows:

1. The Parties' contract contains a Section relating to the "Dental/Vision Reimbursement Program." (Art. VII § (C)(4)). That Section includes a provision regarding the maximum reimbursement amount for eligible employees per calendar year. (Art. VII § (C)(4)(a)).

2. The Parties hereby agree to amend their contract by replacing the language in Article VII, Section (C)(4)(a) with the following:

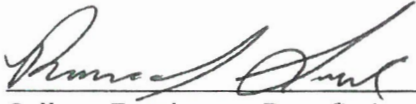
Beginning each calendar year on January 1 and ending the following December 31, the College shall reimburse ninety percent (90%) of the actual dental and/or vision charges an employee has paid for covered services and materials for the employee and their immediate dependent family members (as defined in Article VII, Section 4.b).

Reimbursement for employees with one or fewer immediate dependent family members shall not exceed two-thousand, five hundred and seventy-five dollars (\$2,575.00) in total combined dental and vision benefit per calendar year.

Reimbursement for employees with two or more immediate dependent family members shall not exceed three thousand dollars (\$3,000.00) in total combined dental and vision benefit per calendar year.

3. The contract amendment set forth in this MOU shall become effective on January 1, 2026.

4. This MOU shall not alter or amend the Parties' contract in any way except as specified herein.



College Employees Benefit Association



Grand Rapids Community College

10-10-2025

Date

10/13/25

Date