

Memorandum of Understanding
Between
Grand Rapids Community College
And
Grand Rapids Community College Faculty Association

This Memorandum of Understanding (“MOU”) is made by and between Grand Rapids Community College and the Grand Rapids Community College Faculty Association (“Association”) (collectively, “the Parties”), for the purpose of amending and clarifying the Parties’ collective bargaining agreement (“contract”) regarding overload selection for full-time, non-classroom faculty members.

The Parties mutually agree as follows:

1. The Parties’ contract states, in relevant part, that “non-classroom faculty members may teach courses outside of their regularly scheduled work hours.” (Art. 6 § (A)(3)(F)). Further, the contract includes an overload selection process through which full-time, non-classroom faculty members may select available overload courses. (Art. 6 § (G)(4)).
2. In addition, the contract establishes contact hour limits relating to overload for full-time faculty members. (Art. 6 §§ (G)(10)(12)).
3. In order to clarify the applicability of such limits to full-time, non-classroom faculty members (i.e., full-time faculty members who are not assigned a contact hour base load), the Parties hereby agree as follows:
 - a. During the academic year, full-time, non-classroom faculty members shall be limited to twelve (12) contact hours of overload per semester. To avoid the splitting of classes, a full-time, non-classroom faculty member may exceed this limit by no more than one (1) contact hour.
 - b. During the summer semester, overload for full-time, non-classroom faculty members shall be limited to eleven (11) contact hours.
4. This MOU shall become effective at May 1, 2026.
5. This MOU shall not alter or amend the overload provisions in the contract in any way except as specified herein.

Mike Light

Mike Light
President, Faculty Association

Apr 15, 2026

Date

Sheila Jones

Dr. Sheila Jones, Ph.D.
Provost and Executive Vice
President of Academic and
Student Affairs

April 15, 2026

Date