

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 (collectively, “the Parties”). This MOU is entered into for the purpose of amending the Parties’ collective bargaining agreement (“contract”) regarding additional floating release time for Program Directors and Department Heads.

The Parties mutually agree as follows:

1. The Parties’ contract contains an Appendix regarding “Department Head, Program Director, and Other Special Assignment Compensation.” (Appx. B-8).
2. The aforementioned Appendix provides in relevant part that certain Department Heads and Programs Directors are entitled to “[a]dditional ‘floating’ release time hours that may be allocated between Summer, Winter, and/or Fall semesters each fiscal year.” (Appx B-8(B)(1)).
3. The contract further provides that the amount of “floating release time” for eligible Department Heads and Program Directors “shall be modified” as follows for the 2025-2026 and 2026-2027 academic years only:

[O]ne half (.5) hour shall be added to the specified amount of floating release for the 2025-2026 academic year; and one hour (1.0) shall be added to the specified amount for the 2026-2027 academic year.

Id.

4. The “additional floating release time” referenced in the preceding Section is designated only for certain Program Directors and Department Heads. However, the Parties now agree that all faculty members serving Program Directors or Department Heads are entitled to this additional floating release time.
5. The Parties further agree that the “additional floating release time” may be taken as equated overload.
6. Department Heads or Program Directors who are not assigned a baseload and who elect to allocate the additional floating release time to their schedules will receive an equated number of hours of release time from their standard schedule.
7. This MOU shall not alter or amend the Contract in any way except as specified herein.

Mike Light

Mike Light
President, Faculty Association

Mar 12, 2026

Date

Sheila Jones

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

March 12, 2026

Date