

Memorandum of Understanding
Between
Grand Rapids Community College
And the
Grand Rapids Community College
Alliance of Professional Support Staff (APSS)

November, 2023

This Memorandum of Understanding (“MOU”) is made by and between Grand Rapids Community College (“College”) and the Grand Rapids Community College Alliance of Professional Support Staff (“APSS”) (collectively, the “Parties”).

This MOU is made by mutual agreement of the Parties for the purpose of clarifying the Parties’ collective bargaining agreement (“contract”) with respect to degree pay for APSS employees who earn their Associate’s Degree while employed by the College.

The Parties hereby agree as follows:

1. The Parties’ contract contains a provision relating to “Degree Pay,” and specifically contemplates which APSS employees are eligible to receive compensation from the College after obtaining their Associate’s Degree. (Art. 14 § (8)(B)).

2. In its entirety, the above-referenced provision provides as follows:

Associate’s Degree

Support Professionals hired as of July 1, 2017, who earn their Associate’s Degree while employed at GRCC will receive a one-time, lump sum payment in the amount of two hundred and fifty dollars (\$250) after submission of an official transcript to Human Resources. New hires who have associate degrees at the time of hire will not receive money for the associate degree. Associate’s degree pay is only paid if it is the highest degree earned.

Id.

3. The above-stated language was most recently altered in the Parties’ contract for 2017-2020, and the Parties understand that the intent regarding the above-stated language was to provide compensation for APSS employees hired on or before July 1, 2017 who earned their Associate’s Degree while employed by the College, or who

possessed an Associate's Degree as of their date of hiring (if hired on or before July 1, 2017).


4. In order to clarify the understanding set forth in Paragraph 3, above, the Parties mutually agree that the "Associate's Degree" provision set forth in Article 14, Section 8(B), shall state as follows:

Associate's Degree

Support Professionals hired on or before July 1, 2017, who earn their Associate's Degree while employed at GRCC will receive a one-time, lump sum payment in the amount of two hundred and fifty dollars (\$250) after submission of an official transcript to Human Resources. Associate's Degree pay is only paid if it is the highest degree earned.

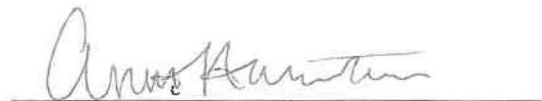
Employees hired after July 1, 2017 who have Associate's Degrees at the time of hire, or who subsequently obtain Associate's Degrees will not receive compensation under this provision.

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



Grand Rapids Community College

2/20/24
Date



Alliance of Professional Support Staff

2/16/24
Date