

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”). This MOU is entered into for the purpose of clarifying the Parties’ understanding regarding the applicability of certain pay rates for non-faculty members serving as adjunct instructors under Faculty Association collective bargaining agreement (“contract”):

The Parties mutually agree as follows:

1. The Parties’ contract contains an Appendix which sets forth the “Adjunct Faculty Rate Schedule” (the “Adjunct Rate Appendix”). (Appx. B-10).
2. The Adjunct Rate Appendix establishes compensation tiers (per contact hour) based upon an Adjunct Instructors’ years of service and whether they have obtained a terminal degree (the “Adjunct Service Rates”). *Id.*
3. The Adjunct Rate Appendix also includes rates for Adjunct Instructors hired before March 19, 2013 (the “Legacy Rates”). *Id.*
4. The Parties agree that the Adjunct Service Rates, including those associated with the completion of four (4) years of service, are available for eligible non-faculty members who receive adjunct assignments.
5. This agreement shall not alter the qualification or eligibility requirements for the adjunct Legacy Rates, and shall not otherwise alter or amend the contract in any way except as specified herein.
6. This MOU shall become effective at April 12, 2026.

*Mike Light*

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Mike Light  
President, Faculty Association

Apr 16, 2026

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Date

*Sheila Jones*

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

April 24, 2026

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Date