

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 ("College") and the Grand Rapids Community College Faculty Association ("Association") (collectively, "the Parties"), for the purpose of amending the Parties' collective bargaining agreement ("contract") regarding faculty performance evaluation ("FPE") requirements for full-time temporary faculty members.

The Parties mutually agree as follows:

1. The Parties' contract contains a Section regarding, "FPE Requirements for Newly Hired Faculty." (Art. 15 § (C)(2)).

2. The Parties hereby agree to amend the language of the aforementioned Section to provide as follows:

All full-time faculty members, including temporary full-time faculty members, covered by this Section must complete an FPE each year. Full-time faculty members, including temporary full-time faculty members, who begin employment after the FPE Plan submission deadline, but on or before the first day of winter semester classes will be required to complete an abbreviated FPE (as determined by the Provost, or designee).

Temporary full-time faculty members who begin their employment prior to the FPE Plan submission deadline may complete an abbreviated FPE, but only upon agreement with the Provost or designee made in consideration of the length of the temporary appointment.

Faculty members who complete an abbreviated FPE will be entitled to the same benefits as all other faculty members upon successful completion.

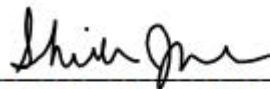
3. This MOU shall not alter or amend the contract in any way except as specified herein.



Mike Light
President, Faculty Association

Aug 31, 2026

Date



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

August 31, 2026

Date