

Agreement
between the
Board of Trustees
of the
Schoolcraft College District
and the
Faculty Forum of Schoolcraft College

August 2024–August 2027

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PREAMBLE

This Agreement, entered into this 23rd day of August, 2024 by and between the Board of Trustees of the Schoolcraft Community College District (hereinafter called the "Board") and the Schoolcraft College Faculty Forum, a local unit of the Michigan Education Association and the National Education Association, (hereinafter called the "Forum").

WHEREAS, the Board and the Forum recognize and declare that providing quality higher education consistent with community resources for the people of this College District is their mutual aim and that the character of such education depends, (in part), upon the quality and morale of the professional personnel, and

WHEREAS, the Faculty recognized that their primary responsibility is to perform their professional duties fully, properly, and ethically, and

WHEREAS, the Board has a statutory obligation, pursuant to Act 336 of the Michigan Public Acts of 1947, as amended, to bargain with the Forum as the representative of the faculty with respect to hours, wages, terms, and conditions of employment.

NOW THEREFORE, it is agreed:

ARTICLE I

RECOGNITION AND DEFINITIONS

Section 1. Recognition of Forum

The Board recognizes the Forum as the sole and exclusive bargaining representative as defined in Section 11 of Act 379 Public Acts of Michigan, 1965, for all teaching faculty, counselors, librarians, advisors, full- and part-time, and part-time clinical nursing instructors employed by Schoolcraft College; excluding all employees on administrative contracts, substitutes, PPL instructors, coaches, and staff employees.

Section 2. Terms of Agreement

Board policies and procedures apply to all employees of the College. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. This Agreement shall likewise supersede any contrary or inconsistent terms contained in any individual full-time or part-time faculty member's contract heretofore in effect. All individual faculty member contracts shall be made expressly subject to the terms of this Agreement. Unless specifically stated, or agreed between the parties, no provisions of this contract may be waived or altered by the employer or the employee.

Section 3. Definitions

For the purposes of this Agreement, the following terms shall mean:

A. Faculty Member

The term "faculty member" shall mean all teaching faculty and non-instructional faculty as defined in this section.

B. Teaching Faculty

1. Full-Time Teaching Faculty

The term "full-time teaching faculty" shall mean faculty members who teach one or more courses, the total of which constitutes more than twelve (12) contact hours per semester. Where the term "instructor" is used in this Agreement, it shall mean teaching faculty.

2. Full-Time Program Director/Instructor for Health Programs

The term "full-time program director/instructor for health programs" shall mean a health program director/instructor who is employed by Schoolcraft College under a probationary or full-status contract to perform functions as per Appendix G.

3. Full-Time Clinical Coordinator/Instructor for Diagnostic Medical Sonography and Radiologic Technology

The term "full-Time Clinical Coordinator/Instructor for Diagnostic Medical Sonography and Radiologic Technology" shall mean a clinical coordinator/instructor who is employed by Schoolcraft College under a probationary or full-status contract to perform functions as per Appendix G-1.

4. Full-Time Instructor/Early Childhood Education and Special Education Program Director

The term "full-time instructor/early childhood education and special education program director" shall mean the instructor/early childhood education and special education program director who is employed by Schoolcraft College under a probationary or full-status contract to perform functions as per Appendix H.

5. Part-Time Instructor

The term "part-time instructor" shall mean anyone who teaches one or more college credit courses per semester or session, a total of which shall not exceed twenty four (24) contact hours during the course of an Instructional College Year. No more than twelve (12) contact hours may be taught in either the fall or winter term of the same Instructional College Year. Under this provision, the election of twelve (12) contact hours by a part-time instructor does not constitute a change in employment status to that of a full-time faculty member. During all other semesters or sessions the total contact hours assigned to a part-time instructor shall be less than eleven (11) contact hours.

6. Part-Time Clinical Nursing Instructor

The term "part-time clinical nursing instructor" shall mean anyone who is employed and who is responsible for clinical nursing labs between one (1) and thirty (30) clock hours per week per semester or session.

7. Part-time Culinary Arts Instructor

The term “part time culinary arts instructor” shall mean anyone who is employed and who is responsible for culinary arts lab course between one (1) and thirty (30) clock hours per week per semester or session.

C. Non-Instructional Faculty

1. Full-Time Advisor

The term “Full-Time Advisor” shall mean any professional who is academically advising students, while employed by Schoolcraft College under a probationary or full status contract for a twelve (12) month period, with fifty-two (52) weeks of assigned duties and who has a regular workload of forty (40) hours per week. In particular it shall include the Academic Advisors, the International Student Advisor and the Transfer Coordinator.

2. Part-Time Advisor

The term “Part-Time Advisor” shall mean any professional providing academic advising to students, who has a regular work load up to twenty-eight (28) hours per week while employed by Schoolcraft College under a probationary or non-probationary status for a twelve (12) month period.

3. On-Call Advisor

The term “On-Call Advisor” shall mean any professional providing academic advising to students for less than twenty-eight (28) hours per week.

4. Full-Time Counselor

The term “full-time counselor” shall mean a full-time licensed professional counselor who is employed by Schoolcraft College under a probationary or full-status contract for a twelve (12) month period, with forty-six (46) weeks of assigned duties and who has a regular work load of thirty-five (35) hours a week.

5. Full-Time Librarian

The term “full-time librarian” shall mean any librarian who is employed by Schoolcraft College under a probationary or full-status contract for a twelve (12) month period with forty-six (46) weeks of assigned duties to cover the Instructional College Year, and who has a regular work load of thirty-five (35) hours a week.

6. Full-time Student Support Specialist

The term “Full-Time Student Support Specialist shall mean a licensed professional who counsels and performs the duties per Appendix D-1 for forty (40) hours per week.

7. Part-Time Student Support Specialist

The term “Part-Time Student Support Specialist” shall mean a licensed professional who counsels and performs the duties per Appendix D-1 for twenty-five (25) hours per week during the fifty-two (52) week work year.

8. On-Call Counselor

The term “On-Call Counselor” shall mean a licensed professional counselor who counsels and performs the duties per Appendix D for less than twenty-four (24) hours per week in a semester or session.

9. Part-Time Librarian

The term “part-time Librarian” shall mean anyone whose work consists of those duties described in Appendix F or F-1 for an average of twenty-four (24) hours per week during the fifty-two (52) week work year.

10. On-Call Librarian

The term “on-call librarian” shall mean anyone whose work consists of those duties described in Appendix F for less than twenty-four (24) hours per week in a semester or session.

11. Full-Time Disability Services Support Advocate

The term “Full-Time Disability Services Support Advocate” shall mean a licensed professional who performs the duties described in Appendix D-2 for forty (40) hours per week.

12. Part-Time Disability Services Support Advocate

The term “Part-Time Disability Services Support Advocate” shall mean a licensed professional who performs the duties described in Appendix D-2 for twenty-eight (28) hours per week.

D. Year

1. *Instructional College Year* - An Instructional College Year for the purpose of this Agreement is defined as consisting of the Fall and Winter semesters as specified in Appendix K, K-1, K-2, K-3, K-4. Two semesters constitute the annual contract period for all full-time instructors except as specified elsewhere in this Agreement.
2. *Academic Year* – Instructional College Year plus the Spring and Summer term.
3. *Calendar Year* – January 1 to December 31.

E. Contact Hour

A contact hour is the time (calculated in hours/fractions of hours) when a faculty member and students are involved in instructional activities (including lab).

F. Credit Hour

A credit hour is the number of hours/fractions of hours a college awards to students for a particular course (not interchangeable with contact hour).

G. Discipline

A discipline is a recognized body of knowledge organized and presented in an academic setting (History, Biology, Electronics, etc.).

H. Department

A department consists of one or more disciplines or College service providers (Counselors, Librarians, etc.) organized to create a contractual structure which allows for faculty participation in the academic decision-making process.

I. Designated Administrator

An administrative staff member is a: Dean, Associate Dean, Director, who is the faculty member's immediate supervisor, except when that person is not readily available, as in cases of illness, etc.

J. Instructional Definitions

Traditional Courses – A traditional course includes set meeting times held live at a physical location.

Distance Learning – Courses wherein the student and the faculty member are separated by time and/or space, generally delivered via some form of technology, such as audio, video, computer, web-based, satellite, interactive video, and others. Categories of distance learning course options may include:

1. *Online Courses* – Delivered via the web using the College's designated Learning Management System, faculty and students must have access to appropriate hardware/software. Other than the faculty option to utilize proctored testing, the course is conducted entirely online. Required due dates exist regularly throughout the semester. Frequent asynchronous (not real time) communication is essential in this modality.
2. *Hybrid Courses* – A hybrid course combines two of the following formats: traditional, online, and synchronous. If a portion of the course is taught online, the amount of traditional or synchronous time is reduced.
3. *Synchronous Courses* – A class that meets during the scheduled time via a college licensed web conferencing tool. The class is a live session. The Learning Management System is used to distribute materials, submit assignments, share feedback, etc. Faculty teaching synchronous courses may be required to come to campus for department designated activities.

K. Artistic Director of Theatre

This post will be staffed by a faculty member who agrees to work as the Artistic Director for a public theatrical production at dates mutually agreed to by the designated administrator and faculty member. The compensation rate for this agreement shall not be less than seven (7) contact hours. A new agreement will be created for each production. Faculty members from the theatre department, with production experience, will have the first right of refusal to accept this position. This position excludes technical direction.

L. Minimum Competencies

Minimum competencies define the minimum faculty credentials required for an individual to teach a specific course.

ARTICLE II

BOARD RIGHTS

Section 1. Board Rights

Except as modified by the terms of this Agreement, the Board shall retain all rights and powers to manage Schoolcraft College and to direct its faculty as conferred by the laws and constitution of the State of Michigan and of the United States and encompassed in the Board's responsibility to manage the Community College District. These rights and powers shall include, but shall not be limited to:

- A. The executive management and administrative direction of its properties, facilities, and faculty.
- B. The hiring, assignment, layoff, firing, and suspension of faculty subject to provisions of law.
- C. The establishment or elimination of curricula, courses of instruction, and extracurricular programs.

The exercise of these rights shall be limited only by the terms of the Agreement and provisions of law.

ARTICLE III

FACULTY RIGHTS AND RESPONSIBILITIES

Section 1. Academic Freedom

Each instructor shall be entitled to freedom of discussion within the classroom on all matters within the framework of the course being taught, which are relevant to the course and within their area of competence.

Section 2. Personnel File

Each faculty member shall have the right upon reasonable request and notice to review the contents of their personnel file, excluding letters of recommendation and employment credentials, with the Chief Human Resources Officer or designee. The faculty member may be accompanied by a Forum representative if they so desire. When disciplinary or evaluative material is placed in an individual's personnel file the faculty member shall be furnished a copy of said material and shall have ten (10) days to write a rebuttal statement which shall be attached to the original material in the file. The statement shall not exceed five (5) sheets of 8½ inch by 11 inch paper.

Section 3. Administrative Evaluation

All faculty members shall be given an opportunity to evaluate administrators in their professional area of responsibility with whom they have had a direct working relationship. The administrator shall make forms available to faculty members, in their division, by April 1 of each year. The forms shall be returned by April 15 by the faculty members to the administrator for the administrator's personal evaluation of their administrative effectiveness. The form shall be developed by the Administration and faculty submissions will be anonymous.

Section 4. Consent of Extra Contractual Assignment

The Administration cannot require any faculty member to assume an extra contractual assignment without their prior written consent via a non-contractual agreement.

Section 5. Technical Administration of Courses within the Learning Management System (LMS)

The Learning Management System of a course may be accessed freely by a student, faculty/department guest [other employee or accreditation reviewer], or staff responsible for the technical support of the Learning Management System. If others access the course, notification will be sent to the delivering instructor, prior to access, with the name of the person accessing the course, duration of access, and the reason for the access.

The content or settings of the course will not be changed while it is being delivered without the instructor's consent, apart from the case of exceptional circumstances.

The administration has the right to course analytics to assure a faculty member is complying with reasonable work rules.

Section 6. General Faculty Meetings

General faculty meetings called by the Administration for full-time faculty members shall be limited to an average of one (1) meeting per month during the Instructional College Year. An orientation meeting of new faculty and a general faculty meeting may be scheduled prior to the beginning of the Fall and Winter semester in addition to the meetings noted above. Part-time faculty shall be allowed to attend general faculty meetings but the attendance is not mandatory.

Section 7. Use of Cameras and Recording Devices

The use of cameras, voice recorders or similar recording devices during the meeting of a class shall be subject to the permission of the instructor, except as required by law or appropriate as reasonable accommodations.

Section 8. Civil Rights

The faculty member is entitled to the enjoyment of their constitutionally guaranteed rights. When they act as a private citizen, they shall be free from institutional discipline. The faculty member, mindful of their responsibility to protect their own and the institution's integrity, shall exercise reasonable care to show that they are acting as a private citizen and does not speak for, nor represent the College.

Section 9. Students with Disabilities

The College, while fulfilling its responsibilities to students with disabilities, will notify instructors when a student has been identified as a student with disabilities and will indicate the reasonable accommodation granted.

Section 10. Administrative Response to Committees

Whenever standing or ad hoc committees containing faculty representation shall forward written recommendations to the designated administrator, said administrator shall respond, in writing, to that committee as to the disposition of the recommendation(s) as well as reason(s) for the disposition.

Section 11. Access to Collective Bargaining Agreement

The College shall provide electronic access to this Agreement and all subsequent modifications to all faculty within ten (10) days of initial employment.

Section 12. Class Leveling

No class offered may be cancelled until ten (10) business days before the start of the session in which the section is being offered. Once the class has started, the class can be canceled only if:

1. No students are enrolled, and;
2. It is during the schedule adjustment period

Section 13. Cancel Class Session

At no time will an instructor cancel a class session without the approval of the designated administrator.

Section 14. Transfer to Administrative Role

A full-time faculty member who accepts a position in Administration may return to their faculty position at their election or the election of the College. If the department of origin no longer exists they shall automatically be granted a position in any department for which they meet the minimum competencies. If there is no department for which they meet minimum competencies, then the College must make monies available for retraining so that the employee may return to a full-time faculty position. If the employee returns to a faculty position, the faculty member will be granted seniority for the time they acted as an administrator.

Section 15. Minimum Competencies

Minimum competencies will be reviewed and defined each academic year through joint decision. The process will be:

- A. A recommendation will be generated through discussion among all faculty members in a department (i.e., only those who teach in a specific discipline).
- B. The representative of chairperson of the department (note: if the faculty chairperson or representative does not represent the discipline, the senior member of that discipline will act in their place) will bring the recommendation forward for discussion with the designated administrator.

- C. The recommendation will be jointly agreed to by the department representative (as specified above) and the designated administrator.
- D. The final list will be approved by the Chief Academic Officer and the Faculty Forum President.
- E. Minimum competencies will be defined in priority order by course.
- F. All faculty members must meet the minimum competencies for all courses they are scheduled to teach as defined in in the aforementioned list agreed to by the Chief Academic Officer and President of the Faculty Forum.
 - 1. If minimum competencies are changed after a faculty member has already taught a class, a faculty member will be considered as meeting the minimum competencies for that class so long as they satisfy current external accreditation standards and have met both of the following criteria: 1) taught the class during the past five years and 2) taught the class after Summer 2018.
 - 2. If there is a need for verification of credentials, it will be the responsibility of the faculty member to provide or obtain the appropriate proof of credentials.

If the Faculty Forum President or their designee wishes to look at the qualifications for faculty members, they will file the request with the designated administrator, who will provide copies of the requested documentation within five (5) business days. When such a request is made, the Forum shall also send notification to Human Resources. The Forum's request will include the reason for the request and the specific documentation requested. The documentation provided to the Forum will be limited to documents related to faculty teaching qualifications, i.e. resume/experience, professional certificate, transcripts, vocational approval forms, and vocational justification forms.

When requesting the documentation from the designated administrator, the Faculty Forum President or their designee shall inform, in writing or by email, the Faculty members whose information is being requested of the reason for the request and the specific information being requested.

Section 16. Maintaining Required Credentials

All faculty members shall retain their respective credentials necessary to meet the minimum competencies of the course they teach. Faculty employed because of the expertise represented by a professional/occupational license or certification issued by a governmental licensing agency or a nationally recognized occupational organization shall maintain said license or certification in good standing and may be subject to dismissal in the event that the license or certification is suspended, lapsed or revoked.

ARTICLE IV

FORUM RIGHTS

Section 1. Bargaining Agent

The Board agrees not to negotiate with any faculty member or faculty organization other than the Forum and its officially designated representatives with respect to wages, hours, terms, and conditions of employment for faculty members covered by this Agreement for the duration of this Agreement.

Section 2. Representation

The Forum will represent all members of the bargaining unit, equally, without regard to membership in the Forum.

Section 3. Forum Representatives

In the Fall of each year, the Faculty Forum shall notify the Administration, in writing, of its officially designated representatives. Wherever in this Agreement, the phrase "Faculty Forum representative", "Forum representative", or "union representative" appears, it shall mean any one of these officially designated representatives of the Forum as determined by the Forum President or their designee. Any matter of interest, issue and/or questions that the Faculty Forum Contract Steward shall have regarding the Collective Bargaining Agreement shall only be addressed to the College's Chief Human Resources Officer or designee.

Section 4. Bulletin Boards

The College shall designate bulletin boards or adequate portions thereof for the posting of Forum business notices or social announcements.

Section 5. Access to Mailboxes

The Forum shall have access to faculty mailboxes and electronic mail for the Forum's business, business notices, and social announcements.

Section 6. Use of Facilities and Equipment

The Forum shall have the right to use College facilities and equipment for Forum activities provided the use of such facilities and equipment is scheduled through the appropriate College office. The Forum shall pay any overtime costs incurred as a result of the use of College facilities, and shall pay for the cost of all materials and supplies incidental to the use of College equipment. College non-faculty personnel shall not be utilized for business during their working hours.

Section 7. Requests for Information

In response to official requests the College agrees to furnish to the Forum available public information which shall assist the Forum in preparing for negotiations. The College shall not be expected to compile information but shall provide such information in the form available.

Section 8. Job Descriptions

If the Administration wishes to establish a new faculty position, it shall so notify the Forum and attempt to conclude a memorandum of understanding regarding the job description. Should the parties be unable to agree within one month of the Administration's submission of the proposed job description to the Forum, the Administration may implement its proposal on a temporary basis. If the Administration chooses to implement the change without concluding a memorandum of understanding, it shall so notify the Forum. The Forum shall have fifteen (15) days from this notice to file a grievance. Such a grievance may be expedited by filing it at Step III of the grievance procedure. Should the Forum not file a grievance within this time period, the Administration's proposal shall become the memorandum of understanding. If a grievance is filed, the Administration's proposal shall be the temporary job description during the grievance and arbitration processes.

- A. Should it be necessary to amend existing job descriptions due to changes required by an outside accrediting agency, the Administration shall so notify the Forum and attempt to conclude a memorandum of understanding regarding these changes. Should the parties be unable to agree within thirty (30) days of the Administration's submission of its proposed changes, either party may request immediate and expedited binding arbitration to resolve outstanding differences.
- B. Should the Administration wish to amend existing job description(s) for any other reason, then the amendment process provided within this Agreement shall be followed.

Section 9. Governance

At least once every other month during the Instructional College Year, the College President or designee shall meet with the Forum officers to discuss matters of concern to either or both of the parties unless both parties agree to cancel the meeting. Either party may initiate items for discussion, and either party may bring additional persons to the meeting.

Section 10. Program Elimination Notice

The College shall provide one year's notice prior to the elimination of or substantial modification (to the point that a faculty member is no longer qualified to teach in that program) of an existing program unless the elimination or modification is due to an insufficient funds situation as specified in Article V, Section 15.B.2.

Section 11. Union Business Days

Up to sixteen (16) individual work days may be used annually at the discretion of the Forum, provided that prior notification is given to Human Resources and the utilization of such times shall not impair the instructional program.

The Forum, at its discretion, may purchase at the supplemental rate, one (1) course (up to eight (8) contact hours) release time, per semester, for use by the Forum President. The President will not select supplemental courses during said semester unless mutual agreement is reached with the Administration. Such a choice must be made prior to the beginning of classes in the semester(s) of choice. The College will be reimbursed for hours so purchased on or around April 15.

Section 12. Publication of Agreement

This Agreement shall be posted on the College's website within sixty (60) days after the Agreement is ratified. The College will also supply copies printed by the Duplication and Design Center by request.

Section 13. Part-Time Faculty Report

Within four (4) weeks after the opening of the Fall and Winter semesters, and within two (2) weeks after the opening of the Spring and Summer sessions, the Chief Human Resources Officer will provide the Faculty Forum with a list of all part-time faculty members who are currently employed by Schoolcraft College. This list will include the number of course contact hours assigned.

Section 14. Dues/Service Fee

- A. All individuals of the bargaining unit wishing to join the Faculty Forum shall pay a service fee to the Faculty Forum. This fee will be deducted by the College from faculty salaries, pursuant to written authorization and transmitted to the Faculty Forum as hereinafter provided. For faculty members who choose to join the Faculty Forum, the fee will be the dues, fees and assessments of the Faculty Forum and its affiliate organizations. No member of the unit shall be required to become a member of the Faculty Forum and its affiliate parent organizations.

All resignations of MEA and Forum membership must be submitted in writing, signed and dated by the member, and mailed to MEA at P.O. Box 51, East Lansing, MI 48826. A copy of the letter will also be sent to the Schoolcraft Faculty Forum membership chair and to the College's Human Resources office. Completed resignation requests will go into effect on the date indicated on the notice.

- B. Payment of dues/service fees will be processed in accordance with the faculty member's continuing membership application selection. The College will honor the request of any member to have dues paid through payroll deductions.
- C. In order to change payment options of check or payroll deduction, the member must provide a statement in writing.
- D. The College agrees to promptly remit all monies so deducted according to written directions of the Forum and to accompany such monies with a list of faculty members and amounts from whom deductions have been made.
- E. The Forum will protect and save harmless the College from any and all claims, demands, suits, and other forms of liability, including attorneys' fees incurred in connection therewith, by reason of action taken, or not taken by the College for the purpose of complying with this Article, subject however, to the following conditions:
 1. The damages have not resulted from the negligence, misfeasance, or malfeasance of the College or its agents.
 2. The Forum, after consultation with the Administration, has the right to decide whether to defend any said action or whether or not to appeal the decision of any court or other tribunal regarding the validity of the section or the defense which may be assessed against the College by any court or tribunal.
 3. The Forum has the right to choose the legal counsel to defend any said suit or action.
 4. The Forum shall have the right to compromise or settle any claim made against the College under this section.

Section 15. Development of Forms

Forms necessary to fulfill contractual obligations (track placement, grievance, etc.) shall be mutually developed between the Administration and the Forum President and/or their designee.

Section 16. Negotiations Regarding Modalities Not in the Contract

If the College considers offering a modality not currently in the contract for teaching purposes (for college credit), the Faculty Forum and the Administration will negotiate the faculty's role in these courses.

ARTICLE VFULL-TIME FACULTY STATUSSection 1. Vacancy Posting

Any and all full-time faculty positions shall be posted and notice provided to the Forum. Such posting shall contain a list of qualifications necessary to hold the position and a closing date for accepting applications. Full-time faculty applying for faculty positions shall be given first consideration in filling the vacancy provided said vacancy is within their competency. The Administration shall have the sole authority to fill these vacancies.

The Chief Human Resources Officer or designee will give notice to the Forum of all administrative vacancies or of any new positions. Such notice shall include the qualifications and job duties/responsibilities for the position.

Section 2. Procedure for Hiring New Full-time Faculty

When full-time faculty members are to be hired, the procedure shall be as follows:

- A. Upon administrative determination of a vacancy to be filled by full-time faculty member, the Faculty Representative of the affected department shall be notified and proceed to assist the designated administrator in determining whatever general and/or specific qualifications are to be sought.
- B. Upon completion of the posting period, the Human Resources Department shall make a preliminary screening to determine if applicants have met the desired qualifications and remove from further consideration, those applicants which do not.
- C. A formal screening committee chaired by a faculty member and comprised of two (2) administrators (one (1), non-voting, representing the Human Resources Department), the Faculty Representative or designee, another member of the department (preferably from the discipline where the vacancy exists), and another faculty member selected from the general faculty shall be established to review the applications (including those removed in Step B, if so desired) and determine which, if any, of the fully-qualified candidates they will interview. Should the make-up of this committee change due to inactivity of any committee member, the remainder of the committee shall proceed with the process.
- D. Upon completion of the screening and interviewing of the candidates, the committee will recommend their choices in rank order of preference, submitted to the designated administrator.

Section 3. Medical Certificate

Each full-time faculty member shall, prior to employment, furnish the College with a medical certificate of ability to perform the essential functions of the position. The form shall be provided by the College, the physician selected by the College, and the fee paid by the College.

Section 4. Probationary Status

Full-time faculty members shall initially be employed in a probationary status for up to the first three (3) years of their employment with Schoolcraft College. A full-status contract shall be offered to the faculty member upon completion of this three- year period if the faculty member's evaluations have been satisfactory; and if the faculty member has successfully met any conditions which may have been established, as part of the probationary contract, at the time of hire; and if there exists a continuing need for the faculty member's services. If all of these conditions have not been met, or the faculty member has been disciplined under Article XV, the College may either terminate the faculty member's employment or offer an extension of the probationary period for up to a fourth year to allow more time for the conditions to be met. If all conditions have not been met at the end of the fourth year of probation, the faculty member's employment shall be terminated. If the conditions have been met, a full-status contract shall be offered to the faculty member.

Section 5. Orientation

All newly hired full-time faculty members shall be obligated to attend the mandatory orientation program as deemed necessary by the designated administrator.

Section 6. Evaluation of Probationary Faculty

Probationary full-time faculty members shall be subject to a continuous formal evaluation.

The evaluation procedure as defined in the Faculty Evaluation Process Manual and the Schoolcraft College Faculty Evaluation Handbooks will be utilized by the appropriate personnel in evaluating probationary full-time faculty members.

- A. The evaluation results will be communicated to the faculty member by the designated administrator.
- B. Where a probationary full-time faculty member shows deficiencies, the deficiency must be stated in writing along with a plan for improvement which may utilize the Faculty Professional Development System integral to the evaluation process. Such a plan must be formulated by the probationary faculty member in consultation with the peer evaluator(s) (if they exist) and the designated administrator. After each full evaluation cycle (where all evaluative tools have been utilized once), a conference will be held between the probationary full-time faculty member and the designated administrator. The evaluation results will be discussed with the probationary full-time faculty member and initialed by them.
- C. The procedure for the revision of the Evaluation Process is outlined in the Handbook. Should it be necessary to revise the process, such recommendation(s) will be forwarded to the Faculty Forum and to the College for approval before being adopted. No changes to the Evaluation Handbook or procedure may be made without the approval of the Faculty Forum and the Administration.
- D. All newly hired full-time instructors shall be assigned a faculty mentor. The designated administrator and the mentor shall meet with the new faculty member in accordance with the Mentor Program.

Section 7. Probationary Employee Notification

Each probationary full-time faculty member will be notified of the following:

- A. The continuation of the probationary contract.
- B. The placement of said probationary full-time faculty member on a full-status contract.
- C. Termination of employment.

Probationary full-time teaching faculty members will be notified in writing by April 15 or December 15, whichever is appropriate, and non-teaching probationary faculty members will be notified no later than fifteen (15) days prior to the anniversary of their start date.

Section 8. Probationary Employee Termination

Probationary status may be terminated in the following manner:

- A. By mutual consent at any time.
- B. By resignation of the full-time faculty member at the end of the probationary contract period, provided written notice of such resignation is given as soon as possible but not later than forty-five (45) days before the end of the probationary contract period.
- C. By administrative action during the course of the probationary contract period. Termination of probationary fulltime status during the course of the probationary contract period shall be for cause. A written notice of termination, setting forth the reason for such action, shall be furnished to the full-time faculty member. Within fifteen (15) days after the receipt of such notice, the full-time faculty member may request a hearing before the Board by presenting a written request to the Chairperson of the Board, with a copy to the President of the College. The procedure set out in Article V, Section 8, shall be followed.
- D. By administrative action at the end of the probationary contract period. The release of a full-time faculty member on probationary status may take place at the end of the probationary contract period without recourse to the grievance procedure. The probationary full-time faculty member shall be notified of their release and the reasons therefore in accordance with the provisions of Section 4 of this Article. Within ten (10) days of the receipt of such notice, the probationary full-time faculty member may request a hearing before the Board. Such request shall be in writing. The Board shall schedule the hearing within thirty (30) days from the date of the receipt of such written request. In reaching its decision, the Board shall review and consider the employee's probationary evaluation reports. The Board may consider

all other matters it deems relevant in reaching its decision.

Section 9. Full-Status Full-Time Faculty Member

A full-status full-time faculty member shall receive a contract that will guarantee their continued services except for the following conditions: termination for cause, staff reduction, retirement, resignation.

- A. An annual salary agreement (Appendices A) is required for use with this continuing contract.
- B. A full-status contract may be terminated by the Board (see Section 8 of this Article, Procedure for Terminating Full-Status, Full-Time Contract) for good and adequate cause or as an out-growth of the suspension procedure.
- C. A full-status, full-time faculty member may be suspended for good and adequate cause (see Section 9 of this Article, Procedure for Suspending a Full-Status Full-Time Faculty Member). Such a suspension may be with or without pay.

Section 10. Academic Rank - Full-Time Faculty

An academic rank system shall consist of the following ranks: Instructor, Assistant Professor, Associate Professor, Professor.

- A. This system of academic rank shall have no effect on any form of compensation received by any faculty member.
- B. Rank shall be attained as follows:
 - 1. Instructor: Upon hire as a full-time instructor.
 - 2. Assistant Professor: Upon successful completion of the probationary period and achievement of full status.
 - 3. Associate Professor: At the beginning of the Instructional College Year following receipt of a satisfactory evaluation as an Assistant Professor.
 - 4. Professor: At the beginning of the Instructional College Year following receipt of two satisfactory evaluations as an Associate Professor.
- C. Counselors and Librarians shall have the option of using academic rank titles when teaching, publishing, or communicating with institutions that use a ranking structure for counselors and librarians. Other non-teaching faculty do not use academic ranks.
- D. Newly employed full-time faculty shall begin as Instructors and must achieve academic rank as specified in (B) above, except that a person, who has achieved academic rank at another institution and is then employed as a full-time faculty member of Schoolcraft College, shall be entitled to that rank after successful completion of the probationary period at Schoolcraft College.

Section 11. Departmental Assignment

Any full-status instructor may request a change in departmental assignment to another area within their competency by giving official written notice to the designated administrator with a copy to the Chief Academic Officer. Such notice must be received by February 1 prior to the start of the instructional college year to be implemented. Instructors making such a request will be given first consideration for any existing opening. Assignments shall be made at the discretion of the Administration. Should the request be denied, the faculty member will be notified in writing as to the reasons for refusal.

Section 12. Procedure for Terminating a Full-Status Full-Time Contract

A notice of intention to terminate the contract must be furnished by email and mail to the full-time faculty member. Such notices must be accompanied by a written statement outlining the specific charge(s) for such action.

- A. A Faculty Forum representative shall be given an opportunity to make a presentation to the Board of the Forum's position on such termination. The matter may be presented in closed session of the Board meeting if requested by the employee.
- B. A grievance arising from a termination may be filed at the option of the Faculty Forum with the American Arbitration Association for expedited arbitration.
- C. A full-time instructor may terminate their contract by notifying the Board by April 1.

Section 13. Procedure for Suspending a Full-Status Full-Time Faculty Member

Only the College President, or the Chief Academic Officer when so designated by the President, may order the suspension of a full-time faculty member without pay.

- A. Prior to such an action being taken, a hearing shall be scheduled by the President or their designee involving the

designated administrator(s), the faculty member, and their union representative(s). Notification of the meeting shall be delivered, in writing, to the faculty member with an explanation of the alleged breach of discipline as well as a warning that suspension without pay may result. A copy shall also be delivered to the Forum President.

- B. Following the meeting, the President or their designee shall notify the faculty member and the Forum President as to the disposition of the case in question (no later than five (5) calendar days from date of the meeting).
- C. Should suspension without pay be imposed, the suspension shall be for no more than one (1) week.
- D. If the full-time faculty member is not satisfied with the decision of the President or their designee, they may within five (5) days submit the decision to arbitration by serving a written notice to the Board, with a copy to the President of the College, at which time Step Five of the Grievance Procedure shall become operable.
- E. All records of these proceedings shall be kept separate from the personnel file of the full-time faculty member until the final determination of the case.
- F. Non-discipline leaves with pay may be ordered by the President prior to a hearing should circumstances warrant an immediate removal from the full-time faculty member's performance of their duties and responsibilities.
 - 1. A hearing functioning as outlined in Section 9A shall be held within two (2) weeks of the commencement of the leave.
 - 2. A leave with pay as ordered under this section may be of indeterminate length.
 - 3. Should disciplinary action be considered related to the circumstances which predicated the need for leave under this provision, the procedural steps outlined in A through E above shall be followed.
 - 4. All records of these proceedings shall be kept separate from the personnel file of the full-time faculty member until the final determination of the case.

Section 14. Evaluation of Full-Status Full-Time Faculty

All full-status full-time faculty members shall be subject to formal evaluation once every four (4) years, utilizing the tools and procedures outlined in the Schoolcraft College Faculty Evaluation Handbook. The evaluation process is to be non-punitive, promoting growth and opportunities for professional development.

Where an evaluation results in an overall composite rating (OCR) score of less than 3.88, deficiencies must be stated in writing along with a plan for improvement formulated by the faculty member in consultation with the assigned faculty mentor and the designated administrator. The faculty mentor is assigned by the Designated Administrator for a period of two years. The faculty mentor will be compensated at a rate of one (1) contact hour per year. Evaluations will continue every two years until the OCR score is 3.88 or greater, at which time the regular evaluation cycle resumes.

If the OCR score is less than 3.88 after mentoring occurs, faculty will be subject to the formal evaluation process outlined in the Faculty Evaluation Handbook every two years until such time as the OCR score rises to 3.88 or greater. Faculty mentor support will be provided for one (1) two-year period.

If evaluation results in an OCR score of 4.50 or greater, the faculty member will receive recognition from the College for their achievement.

In addition, all full status full-time faculty will have a checkpoint review meeting in the middle of the four year evaluation cycle (defined as two years after the last evaluation). The checkpoint review process is as follows:

- A. One IDEA survey will be distributed to students in the semester prior to the checkpoint review meeting following the same process used in the evaluation process.
- B. The Faculty will have sole possession of their detailed data, which includes the data cover sheets. The faculty member will provide a copy of their review process student data cover sheets to their designated administrator.
- C. The IDEA results will not be tied to the evaluation score system.
- D. The purpose of the checkpoint review meeting will be to have dialogue between the faculty member and the designated administrator regarding student data results, professional development activities and continuous improvement objectives. The faculty will bring with them, for the purpose of review and discussion, both the IDEA student data and their proposed professional development activities for the coming semesters.
- E. In lieu of a face-to-face meeting, exceptional circumstances (i.e. faculty member is out of state, faculty member has other full-time employment) may dictate the use of an alternative meeting format (i.e. phone or Internet meeting).
- F. The Administration will develop a standardized form to be utilized for recording professional development plans.

Section 15. Staff ReductionA. Seniority - Full-Time Faculty

A faculty member shall be entered on the seniority list of the College from their most recent date of full-time faculty employment.

1. In cases of equal seniority, higher rank shall be determined as follows:
 - a. Based upon the employment start date.
 - b. In the event the dates are the same, the employee's name shall be placed in a hat and seniority determined by a blind draw; said draw to be conducted by a representative of the Faculty Forum and a representative of the Administration. The first name drawn shall have the greater seniority.
2. Said seniority list shall be maintained by the Human Resources Department, updated annually and two copies shall be furnished to the Faculty Forum President by October 1, each year. Disputes challenging the accuracy of the list shall be filed with the Chief Human Resources Officer within twenty (20) days after the Faculty Forum receives the list. Should there be no satisfactory resolution within twenty (20) days of notification of any alleged inaccuracy, the faculty member shall have the right to grieve the alleged inaccuracy. Such challenges must be based on the contract language of Article V, Section 15.A. If no grievance is filed within fifteen (15) days of the expiration of the time allowed the Chief Human Resources Officer to answer, the seniority list shall be conclusive as to seniority dates.
3. Seniority rank shall be maintained during absence from the College due to staff reduction.
4. A faculty member shall lose seniority with the College if they resign, quit, is discharged or if they are laid off for longer than three (3) years.
5. A faculty member shall accrue faculty seniority only for the time during which they were employed as a full-time faculty member or was on an approved leave except that only one (1) term of office under a public service or teacher association duty leave shall accrue seniority.

B. Reduction of Full-Time Faculty

Whenever necessary, because of insufficient student enrollment as defined in E below, to decrease the size of the full-time faculty in any discipline (e.g., economics), or department, the Board, upon recommendation of the President of the College, may lay off the necessary number of faculty in the discipline(s) or areas affected.

1. The placement of faculty in the affected discipline or area on lay off shall begin with probationary faculty in that discipline or area, and then full-status faculty from that discipline or area in inverse order of their seniority.
2. Whenever necessary to decrease the size of the full-time faculty staff because of insufficient funds, the Board, upon recommendation of the President, may cause the necessary number of faculty, beginning with those serving probationary periods, to be placed on lay-off without pay, but only in inverse order of their accrued faculty seniority. Should it become evident that a particular discipline will be unable to function because of seniority reduction of staff, transfers of qualified staff members shall be allowed. If a position cannot be filled with a qualified staff member in accordance with seniority, an instructor with lower seniority may be retained in order to maintain continuance of the program. Should this not resolve the problem, the Board's representatives shall negotiate with the Faculty Forum for a satisfactory solution.
3. The following procedure must be met in order to implement 2 above:
 - a. The Board must declare at a public meeting that such an insufficient funds situation exists. Once such a Board declaration has been made, the Forum shall have thirty (30) days in which to consult with the President of the College regarding the insufficient funds situation. The Board shall not take any action with regard to possible full-time faculty layoffs during this thirty (30) day consultation period.
 - b. If the President of the College and the Forum, or their respective designees, are unable to agree to a plan to address the insufficient funds situation without layoffs, the Forum shall have the right to present its proposals directly to the Board.
 - c. If, after this thirty (30) day consultation period has expired, and the President and Forum have been unable to agree on an alternative to possible layoffs, the Board may then proceed to carry out the procedure specified in 2 above.
 - d. Should such decision be made during the Fall or Winter semester, the decision shall not be implemented until the end of that semester.

C. Relation to Filling Positions, Supplementals and Part-time Faculty

1. A full-time instructor about to be laid off shall be given preference based on seniority for another full-time instructor position for which they are qualified by a Master's Degree or an equivalent number of graduate credit hours or experience. The secondary faculty member affected by this procedure shall also have the right based on seniority and qualifications to displace (bump) a faculty member. The last faculty member affected shall then be the one who is laid off.
2. A full-time instructor who does not have a base load in any given semester shall be given priority to acquire a base load by assuming any open class or classes which they meet minimum competencies. "Open Class" is defined as:
 - a. A class not assigned to a full-time instructor in the published class schedules. These are usually denoted as "staff."
 - b. A class created after schedules are published.
 - c. A class previously assigned but voluntarily released by the instructor for one of the following reasons:
 - 1) Inability to continue due to serious illness, death or other reasons deemed reasonable.
 - 2) To re-arrange with administrative approval, their schedule to enable them and other members of the faculty so affected to obtain base loads.
3. A full-time faculty member who is on layoff shall be given preference as a part-time instructor to teach courses for which they are qualified at the supplemental rate.

D. Reinstatement of Full-Time Faculty Members

When circumstances shall be appropriate each faculty member placed on layoff, as aforementioned, shall be reinstated in inverse order of their placement on layoff.

1. Faculty members who return from layoff defined above, shall not be subject to loss of credit for previous years of service.
2. Faculty members on layoff shall be notified by the Human Resources Department for openings on which they are qualified. No new appointments shall be made where there are available faculty members on layoff who are qualified to fill the vacancies, unless such faculty members shall fail to advise the Human Resources Department of their acceptance of employment within fifteen (15) calendar days from the date of mailing of their notification. Such notification shall be sent by overnight mail.
3. If more than one qualified faculty member on layoff applies to fill a vacancy, the applicant having the greatest seniority shall be offered the position.

E. Insufficient enrollment for full-time faculty load is defined as one of the following:

1. In the second consecutive semester in which every member of a given discipline did not have a base load, staff reduction may be implemented. Such notice of layoff must be given no later than March 15th. This means that the layoff becomes effective with the beginning of the next Instructional College Year.
2. In case any member of a given discipline cannot be assigned any part of a load, staff reduction may be implemented to take effect at the end of that semester.
3. Should the head count load for each individual non-teaching position fall below an average of 200:1 (based on day head count) for two (2) consecutive semesters, excluding Spring/Summer, then staff reduction for that position may be implemented. Such notice of layoff must be given on or before March 15th. This means that the layoff becomes effective with the beginning of the next Instructional College Year.

Section 16. Retraining

Where there is staff reduction or the likelihood of staff reduction because of program modification, course deletion, or shifts in student enrollment within the College, retraining will be available as set forth below:

- A. Proposals may be initiated by either the faculty or Administration and must be approved by both.
- B. Such proposals must show that there is a justification for the need, that there is a program planned to accomplish the changes, and that there is a basis for re-employment using the new skills.
- C. The College shall make available monies to fund approved retraining. The amount to be contributed on each contribution date shall be determined by the balance of the fund on the preceding June 30, and the contribution made on July 1. The amount to be contributed shall be the amount required to bring the fund to a balance of \$20,000 but shall not be more

than \$10,000 per contribution date.

- D. Up to five (5) percent of the amount allocated to the Faculty Professional Development Fund as provided in Article XIV, Section 6 of this Agreement shall be available for reallocation to the retraining fund. This money shall be reallocated only if a faculty member actually begins retraining. When a faculty member begins retraining, their total individual professional development amount shall be reallocated to the retraining fund and shall count toward meeting the five (5) percent obligation of the Faculty Professional Development Fund.
- E. Retraining leaves, which are at the discretion of Administration, shall be available to faculty upon attainment of full status employment. No faculty member shall be retrained more than once under the terms of this section.
- F. The College shall provide one year's notice prior to the elimination of or substantial modification (to the point that a faculty member is no longer qualified to teach in that program) of an existing program unless the elimination or modification is due to an insufficient funds situation as specified in Article V, Section 11.B.2.

Section 17. Professional Development

Both the College and the Forum recognize their joint responsibility to encourage the faculty to remain current in the knowledge/methodology of their respective disciplines.

- A. The primary responsibility for such currency rests with the individual faculty member.
- B. In order to fulfill its responsibility, the College will provide assistance as follows:
 - 1. Should there be a mutually recognized need for the expansion and/or the enhancement of one's professional skills unrelated to layoffs and/or program closings (see above, section 12), the College will provide any or all of the following means of achieving the agreed upon goals:
 - a. Released time
 - b. Sabbatical leave
 - c. Supplemental contract
 - 2. Should there be a mutually recognized need to maintain existing levels of professional competence, the College will provide any or all of the following:
 - a. Supplemental contract
 - b. Sabbatical leave
 - c. In-service staff development

ARTICLE VI

FULL-TIME TEACHING FACULTY LOAD & ASSIGNMENTS

Section 1. Length of Class Session

A class session includes fifty-four (54) minutes of instruction and six (6) minutes of non-instructional time for each clock hour. Classes scheduled for more than one (1) clock hour will be scheduled to include a six (6) minute non-instructional time for every clock hour. In the last clock hour or portion of an hour, the session will be scheduled to only include the remaining required instructional minutes.

Section 2. Base Load Defined

The base load of a full-time faculty member shall be one of the following:

- A. Except as specified below, full-time faculty members shall have a base load of fourteen (14) to sixteen (16) contact hours per semester, with a total of thirty (30) contact hours for the Instructional College Year. Overload shall begin with the seventeenth (17th) contact hour in the Fall semester and the thirty-first (31st) contact hour for the year in the Winter semester, unless otherwise specified on the course selection form by the faculty member. When the contact hours for a single course are divided to establish base, the excess contact hours for that single course shall be considered overload.
- B. English Composition courses (English 50, 55, 100, 101, 102, 106, 116, 205 and 206) which establish the base load for a full-time faculty member shall be equated on the basis of four (4) contact hours for each three (3) contact hours taught. All contract supplements shall be on a contact for contact-hour basis.
- C. Full-time faculty members who are assigned to any of the following programs shall have a base load of thirty-five (35) clock hours per week:
 1. Librarians
 2. Counselors
- D. When an instructor (full- or part-time) is assigned a course involving the coordination of cooperative work experience, compensation and preference points, beyond the contact hours for the course, shall be equated on the basis of one (1) contact hour per 3.5 students. The additional contact hours for these courses will not be counted toward the instructor's contact hour limits. The list of applicable courses will be maintained by Operations, Curriculum and Assessment and will be available for review. A current list of applicable courses will be provided to the Forum annually.

The coordination of cooperative work experience for students shall consist of, but not be limited to the following functions:

1. To recruit and select appropriate training stations.
2. To interview, select, and place students.
3. To conduct employer visitations for student evaluations.
4. To maintain necessary students' records and files.

Faculty performing cooperative training duties which require regular or recurring travel, shall be reimbursed at the IRS maximum allowable rate.

- E. Personal and Professional Learning program assignments shall not be considered as part of a full-time faculty member's load.

Section 3. Scheduling of Base Load

Full-time faculty will be provided at least ten (10) business days to select their base load. The base load shall not include combined courses taught in one assembly unless otherwise agreed to by the instructor.

- A. If within the two (2) week period prior to the completion of formal registration, the designated administrator has information indicating that an instructor's base load may be in jeopardy, the administrator shall notify said instructor and attempt to work out a mutually satisfactory alternate plan for a base load in the event that the original base load schedule does not materialize.
- B. Should the load of an instructor be less than base load at any time, they shall be assigned an open day or evening class or classes to establish their base load. When such assignments are made:
 1. No more than two (2) classes per semester shall be assigned outside of the time span as set out in Article VI, Section

8, unless mutually agreed to.

2. Such assignments are made in consultation with the instructor.
 3. Full-time faculty shall have preference over part-time instructors and persons outside of the bargaining unit for assignment of any class in their discipline for purposes of establishing a base load. After base loads within the discipline are satisfied remaining classes may be assigned.
 4. Supplemental assignments already selected may be reallocated to establish their base load. Supplemental assignments may include traditional or distance learning classes. If a distance learning class is reallocated, the requirements laid out in the next lettered item must be met.
- C. Faculty are able to select up to two (2) courses per semester, or a maximum of 50 percent of their base load per instructional year with no more than 60 percent in a given semester, in online, synchronous, and OE/OE courses; this limit may only be exceeded by mutual agreement of the faculty and the designated administrator. For purposes of hybrid courses involving online or synchronous instruction, 50 percent of the contact hours will be treated as online contact hours for the purposes of meeting baseload requirements. Distance Learning courses will be eligible to be selected within the departmental rotational policy for those faculty meeting Distance Learning credentials.

Section 4. Multiple Sections/Base Load

For the purpose of establishing a base load, courses taught in combination in one assembly shall be treated as one course or section and shall be given the weight of that course or section having the greatest number of contact hours. Where multiple sections of the same course are assigned to a full-time instructor to be taught in one assembly, the combined sections shall be treated as separate sections for the purpose of establishing a base load.

Section 5. Course Preparations

A course preparation is the time needed to prepare one (1) or more sections of a single course or combined sections of two (2) courses taught in one (1) assembly. The number of course preparations assigned to an instructor as part of their base load at any one time during a semester shall not, except by mutual agreement between the faculty member and the designated administrator, exceed three (3) preparations provided:

- A. Multiple sections of the same course taught in one (1) assembly or combined sections of two (2) courses taught in one (1) assembly shall be the same as teaching one section of one (1) course and shall only be considered as one (1) preparation.
- B. Applied music courses shall be excluded from course preparations. Combinations of music theory and ear training shall be treated as a single preparation.
- C. Such agreed upon additional preparations shall be compensated for at the rate of one hundred fifty dollars (\$150) per course contact hour.

Section 6. Supplementary Teaching Limitation

When a full-time instructor desires to be assigned to teach a class or classes in addition to their base load, such assignment shall be considered as a supplemental assignment. Supplemental assignments made during the Instructional College Year shall be limited to seventeen (17) contact hours per semester. These limits may be exceeded by mutual consent of the instructor and the designated administrator.

- A. Full-time faculty will be given at least ten (10) business days to select supplemental class(es). The selection of such class(es) shall be finalized with the designated administrator no later than four (4) weeks prior to the start of the semester or session in which the class is to be taught. Such a time limit, however, does not prohibit a selection after this time provided that the class(es) in question are not assigned to part-time faculty and the request is approved by the designated administrator.
- B. Supplemental assignments made during the Spring or Summer sessions shall be limited to either:
 1. One class having more than twelve (12) contact hours per session, or
 2. Three (3) classes or twelve (12) contact hours whichever has the greater number of contact hours.

Instructors selecting classes with start dates in the Spring session and with end dates in the Summer session (e.g. 15 or 12 week long courses) will designate the classes, at the time of class selection, for inclusion in either their Spring or Summer limits. When making this designation, instructors may not allocate a single class to more than one session.

These limits may be exceeded by mutual consent of the instructor and the designated administrator.

- C. Except during the Spring and Summer session which will be based on the department rotational policy, no instructor may be confirmed in a supplemental assignment prior to registration, and then only after all base loads have been assigned within the department.
- D. Teaching assignments made during the Spring and/or Summer sessions do not constitute a base load for a full-time instructor under the terms of this Agreement (Ref. Article I, Section 3B).
- E. During the Spring/Summer sessions, full-time faculty shall be permitted to take up to two (2) paid leave days during the Spring session and two (2) paid leave days during the Summer session. Paid leave days are not intended for the extension of break periods, during the first and last week of the semester, or preceding/following any College designated holiday. Requests for non-emergent leave must be made with at least five business days' notice to the designated administrator.
- F. Supplemental pay will be deducted for classes missed when a faculty member has used more than fifteen (15) days of sick leave in an instructional year. When a faculty member goes on extended medical leave (as defined in Article IX, Section 9) during the course of the semester, pay for supplemental assignments will not continue while on leave.

Section 7. Supplementary Teaching Preference

Preference shall be given for supplemental teaching assignments to full-time faculty provided such areas fall within their area of competence.

Section 8. Faculty Working Day/Week

The professional obligations of a full-time instructor shall be fulfilled between the hours of 7:00 a.m. and 11:00 p.m., Monday through Friday except where mutually agreed to by Administration and Union. Instructors are not required to be physically present at all times during these hours. The time required to fulfill a full-time instructor's base load shall not exceed a span of seven (7) hours. Nothing herein shall prohibit an instructor from accepting a seven (7) hour span outside these time limits as mutually agreed to between the instructor and the Administration.

- A. The work week/day for Librarians shall consist of thirty-five (35) hours assigned in seven (7) hour blocks, Monday through Friday as determined by mutual agreement between the designated administrator and the Librarians. In order to provide for weekend coverage, appropriate hours may be assigned by mutual consent, or absent such consent, may be assigned by supplemental contract, or by the posting of a position which includes weekend duties.
- B. Because it is necessary to assure adequate counseling services Monday-Friday day time and Monday-Thursday evenings, the work week of counselors shall consist of thirty-five (35) hours.
 - 1. The annual work schedules for counselors shall be developed prior to registration for the Fall Semester by the designated administrator (and representatives of the Counseling/Career Transfer Center staff) subject to approval of the Dean of Student Services.
 - 2. Where it is necessary to extend the Counselors' work week beyond the thirty-five (35) hours, such extension shall accrue compensatory time on a one to one basis or at 1/16th of the supplemental contract rate per hour at the option of the employee
 - 3. All work schedule assignments shall be in a minimum of ten (10) week blocks unless modified by mutual agreement.
- C. Between the hours of 8:00 a.m. and 5:00 p.m., and without the consent of the full-time instructor, an instructor will not be required to teach in continuous sequence:
 - 1. A lecture class or classes for more than two (2) consecutive hours.
 - 2. A lab-lecture or laboratory class for more than three (3) consecutive hours.
 - 3. A lecture hour immediately preceding or following a separate laboratory session.

Instructors in Health Careers and Culinary Arts Programs, and instructors teaching outside of the College week are expressly exempt from these provisions.

Section 9. Office Hours

The instructor will post at least five (5) office hours on campus during the College week (up to two (2) may be scheduled at the clinical site for nursing faculty) in which students may make appointments. These five (5) hours shall be scheduled in at least one-half (1/2) hour blocks. In the event an instructor is unable to meet all or part of a scheduled office hour, they shall post suitable notification.

Section 10. Attendance at Formal Ceremonies

It is expected that all faculty will be in attendance at the College graduation ceremonies. Formal receptions or dedications may be attended by the faculty on a voluntary basis.

Section 11. Counseling/Advising

The counseling and advising of students shall be the responsibility of the Chief Student Affairs Officer and the designated administrator.

- A. Whenever the Chief Student Affairs Officer and the designated administrator deem it necessary, they may seek the assistance of full-status instructors to assist with advising of students. The decision as to the number of instructors necessary shall be made by the Chief Student Affairs Officer and the designated administrator.
- B. Such additional advising responsibility shall be considered as an extra contractual assignment to be paid to the instructor at the rate of one hundred dollars (\$100) per semester.
- C. The College shall make every effort to maintain a student-counselor ratio of 650:1 (based on total College head count).

Section 12. Class Size

Class size will be established at no more than thirty-one (31) students in any recitation section, with the following exceptions:

- No more than thirty (30) in any English composition section
- No more than twenty-six (26) students in any Speech section
- No more than thirty-six (36) students in any mutually agreed to Culinary Arts section
- No more than thirty-two (32) students in any Nursing section
- No more than twenty (20) students in a newly-developed online course
- No more than twenty (20) students in an established online course taught by a new online faculty member

Nothing contained herein shall prevent an instructor from accepting additional students as agreed upon between the instructor and the student(s), except for the case of online courses which will be limited to no more than three (3) additional students in each section. For both safety and courtesy to students, instructional faculty will limit additional students in their course(s) to the number of chairs or the number of lab work stations in their classes. Minimum class size as established by the College shall not be altered without prior consultation with the Faculty Forum.

Section 13. Reassigned Time

The value of reassigned time in the form of a reduction of base load to pursue problems essential to College functioning, is recognized by both parties. A proposal for reassigned time may be initiated by the faculty or the Administration. Proposals for reassigned time will be discussed with the respective Faculty Representatives.

- A. In determining their recommendations on request for reassigned time, the designated administrator shall consider the following items:
 1. Identification of the problem.
 2. Organized plan to approach solution.
 3. Significance and degree of innovation involved in solution.
- B. Once the request for reassigned time has been approved by the designated administrator, the recommendation will be subject to the action of the designated administrator.
- C. Requests for reassigned time may include, but are not limited to, research for new course materials, professional study and writing, in-service training and projects, retraining, or temporary administrative assignment.

Section 14. Open Entry/Open Exit (OE/OE)

Faculty wishing to teach an OE/OE course must successfully complete the training as outlined in Article XIX Section 3.A., and agree to use the Learning Management System and conduct the OE/OE orientation.

- A. Faculty teaching OE/OE courses will be required to maintain regularly scheduled lab hours equal to the number of contact hours for each OE/OE course the faculty member is teaching. If a faculty member is teaching more than one section of the same course in the OE/OE environment, the number of required lab hours will be the total number of contact hours for the first section and an additional fifty percent of the contact hours for each additional section of the

same course.

- B. Faculty will complete their lab hours in the OE/OE lab. OE/OE lab hours may be completed in an alternate location if there is instructional rationale (i.e. need for equipment, software), and if mutually agreed to by the faculty member the appropriate instructional administrator. Any changes to lab hours and/or location require prior approval of the appropriate instructional administrator.
- C. Faculty must establish their OE/OE lab hour schedule during the College's established schedule building period for each semester/session and no later than two (2) weeks prior to the schedule appearing on the College's website.
- D. OE/OE lab hour absences shall be treated in accordance with prevailing contract language. Variances from this require prior approval by the designated administrator. (See Article X and Article XVI, Section 10.C)

ARTICLE VII

DEPARTMENT STRUCTURE

Section 1. Faculty Representation

Faculty participation, through the Faculty Representatives (see Appendix I), allows for participation in academic decision-making while reserving the final right of decision to the Administration and the Board. Failure to allow participation on matters within the Faculty Representative job description may be grievable; however, final decisions reached by the Administration and/or the Board on the recommendations resulting from these processes are not grievable.

Section 2. Identification of Faculty Representatives and Department Chairpersons

A structure of Faculty Representatives shall be established in parallel with the College's administrative structure. A list of Faculty Representatives and Departmental Chairpersons shall be identified by the Chief Academic Officer and the Faculty Forum at the beginning of each academic year.

Should a Faculty Representative be unable to fulfill their duties due to an absence, the designated administrator will work with the Forum to temporarily assign this responsibility per Appendix I.

The College shall have the right to assign and reassign disciplines to and among the various administrators. It is explicitly recognized that as a result of such assignments and reassignments, the representation of disciplines may have to change in order to assure that it is in parallel with the administrative structure.

*Department will not have a Faculty Representative if there is an elected Department Chairperson.

Section 3. Department Chairperson

- A. A Department Chairperson shall have all the rights, privileges, and responsibilities of a Faculty Representative included in but not limited to those stated in Appendix I, in addition to those of a Department Chairperson as stated in Appendix J.
- B. Department Chairpersons are compensated at the rate noted in Appendix J only.
- C. The performance of the Department Chairperson should be evaluated by the full-time and part-time faculty in the discipline and the designated administrator. A task-oriented checklist shall be developed using the Faculty Representative and Department Chairperson job descriptions as they appear in the contract and used as a reference for annual evaluation.

The Department Chairperson structure will be evaluated by the Department Chairpersons, the Chief Academic Officer and the Faculty Forum President or designee prior to the end of the Winter semester in April.

Section 4. Faculty Representative and Department Chairperson Performance

Should the College become concerned regarding the performance of a Faculty Representative or Department Chairperson, the Chief Academic Officer may convene a meeting including that Faculty Representative or Department Chairperson and the President of the Faculty Forum or its designee. The focus of the meeting will be to ensure that the duties are being performed. The outcome of this meeting may include coaching or, if necessary, actions up to and including removal from the Faculty Representative or Department Chairperson role.

Section 5. Annual Department Plan

Each Department Chairperson or Faculty Representative shall complete and submit an Annual Department Plan (ADP) to the appropriate administrator. The Annual Department Plan shall be approved by a majority vote of those Full-Time and Adjunct

Faculty in attendance. Discipline specific items will be voted only by the Full-Time and Adjunct Faculty of that discipline. The Plan shall be submitted by the last day of the Winter semester. The Plan shall identify department responsibilities, practices, policies, and procedures as stated in the ADP form.

Such department practices, policies and procedures as determined by the faculty in the Annual Department Plan shall apply to each and every department or discipline member and are enforceable by the designated administrator. In the absence of any intra-disciplinary agreement on any practices, policies and procedures, the designated administrator will decide. The decision will not be grievable. The Department Chairperson or Faculty Representative will inform the designated administrator, in writing, when changes are made to the Annual Department Plan. Those changes to the Annual Department Plan shall take effect the following semester, except for the plan items that cannot be materially implemented.

Part-Time faculty members will be invited to participate in the processes described above.

Section 6. Technical Representative

If it is determined by the designated administrator that a technical representative is needed in a discipline (i.e., to select and train other staff on new software to enhance discipline-specific instruction), the faculty member elected will be compensated at a rate of two (2) contact hours for every academic year that they provide such service. This amount will be paid in equal payments during the period of such service.

Section 7. Course Facilitator

If it is determined by the designated administrator that a course facilitator is needed in a discipline, the faculty member elected will be compensated at a rate of two (2) contact hours for every year that they provide such service. This amount will be paid in equal payments during the period of such service. A course facilitator may be necessary to train and/or support other faculty regarding irregular or distinctive characteristics of a specific course that may need special attention in order to enhance discipline- and modality-specific instruction.

Section 8. Core Ability Assessment Representative

The College will provide funds in the amount of five thousand dollars (\$5,000) annually to the Office of Operations, Curriculum, and Assessment (OCA) for the purpose of hiring Core Ability Representatives from the various departments. Operations, Curriculum and Assessment will determine the need for Core Ability Representatives in consultation with the Core Ability Team Leaders. The Core Ability Representatives will be compensated via non-contractual agreement.

ARTICLE VIII

COMMITTEES

Part-time faculty serving on committees at the request of the Administration, other than those in the article, shall be compensated by a non-contractual assignment commensurate with the scope of work, unless otherwise compensated for this work.

Section 1. Curriculum Committee

- A. In order to facilitate communications between the faculty and the Administration concerning instructional and curriculum development, a Curriculum Committee will be maintained.
- B. The Committee will consist of three (3) instructional administrators, any Department Chairpersons and elected Faculty Representatives to a total of seven (7) faculty, one (1) designated advisor, and will be chaired by the designated administrator. The Committee will use Robert's Rules of Order in the conduct of its business.
- C. The Committee shall be advisory to the Chief Academic Officer and shall act upon all curriculum and course changes proposed by the departments. The Committee will also consider other matters relative to the curriculum and instructional process. All matters referred to the Committee shall be placed on the agenda.
- D. The agenda/minutes will be available to all full-time and part-time members who so desire and request through the Operations, Curriculum and Assessment office. For any Spring/Summer meetings, the agenda shall be made available on or before April 15.

Section 2. Calendar Committee

- A. It is mutually agreed that an Instructional Calendar review committee will have the opportunity to review, each year, a proposed Instructional Calendar for an academic year five (5) years out, on a "rolling" basis, for example:

- In Fall 2024, the committee will review and approve the 2029-2030 Instructional Calendar.
 - In Fall 2025, the committee will review and approve the 2030-2031 Instructional Calendar.
 - In Fall 2026, the committee will review and approve the 2031-2032 Instructional Calendar.
- B. As the calendar “rolls” forward in agreement with this pattern, it will be considered enforceable as part of this agreement.
- C. Instructional Calendars for 2024-25 (Appendix K-1), 2025-26 (Appendix K-2), 2026-27 (Appendix K-3), 2027-28 (Appendix K-4), and 2028-29 (Appendix K-5) are approved as part of negotiations 2024.
- D. The Instructional calendar must have final approval from Administration and the Faculty Forum.

Section 3. Online Instruction Committee

The Online Instruction Committee, chaired by the DL Administrator, will include a minimum of five (5) faculty members (not to exceed seven (7) members) selected by the Faculty Forum President in consultation with the administrator of Distance Learning. If needed, a rotation plan should be established so terms are offset and programs represented. An equal number of faculty and staff, with a minimum of two from each must vote for course approval; tie votes will be settled by the vote of the administrator of Distance Learning.

Non-voting members include a recording secretary, Instructional Designers, Coordinators, and content experts as required. In its advisory capacity, the Online Instruction Committee has three main purposes:

- To review and approve courses developed prior to offering through Distance Learning.
- To act as a liaison between the Distance Learning department and the academic community.
- To consider and recommend procedure updates, such as course design template, rubrics, evaluation, etc., related to the development and offering of Distance Learning courses and to approve the mentoring plan. These recommendations are presented to the designated administrator.

Each of the faculty members serving on the Online Instruction Committee will receive a stipend of one (1) contact hour at the current supplemental contact hour rate for active participation and completion of all assigned work. Active participation is defined as attending minimally 75% of OIC meetings in an instructional year and providing substantial feedback related to standards when assigned a course review, unless excused for conducting college business (excluding class).

Section 4. Faculty Evaluation Concerns Committee

The Faculty Evaluation Concerns Committee (FECC) is a standing committee that is charged with maintaining the Faculty Evaluation Handbook and adjudicating evaluation appeals. The committee will consist of four (4) faculty members, appointed by the Faculty Forum President, and four (4) other members appointed by the Chief Academic Officer. Compensation for faculty participation will be at the rate of 1/4th the current highest supplemental contact hour rate per annum. FECC will be co-chaired by the Faculty Forum President or their designee and the Chief Academic Officer or their designee.

The procedure for the revision of the Evaluation Process is outlined in the Handbook. Should it be necessary to revise the process, such recommendation(s) will be forwarded to the Faculty Forum President and to the Chief Academic Officer for approval before being adopted. No changes to the Evaluation Handbook or procedure may be made without the approval of the Faculty Forum President and the Chief Academic officer.

ARTICLE IX

LEAVES OF ABSENCE - FULL-TIME FACULTY

Professional and Personal Leaves of absence may be granted only for the purposes enumerated in this Article. Unless otherwise specifically provided, such leave shall be unpaid leaves of absence.

Section 1. Professional Leaves and General Provisions

Full-status faculty members shall be eligible to request professional leaves. The following general provisions shall apply for all professional leaves of absence:

- A. A professional leave of absence may be granted for one of the following purposes:
 1. Advanced study
 2. Sabbatical
 3. Exchange teaching or assignment
 4. Foreign country or overseas military school teaching or assignment
 5. Participation in National Defense Graduate Fellowship
 6. Other professional leaves:
 - a. An assignment within Schoolcraft College; or
 - b. For employment outside of Schoolcraft College.
- B. Application for a professional leave of absence (except Sabbatical) shall be filed with the designated administrator and submitted to the President through proper channels not later than May 1 for a leave requested for the succeeding Fall semester and not later than November 1 for a leave requested for the succeeding Winter semester.
- C. A full-time faculty member shall receive credit for time spent on a professional leave of absence for purposes of any salary increase granted while on such leave.
- D. Benefits or rights accumulated by a full-time faculty member prior to the effective date of the leave of absence shall be carried forward and credited to the faculty member upon their return.
- E. At least sixty (60) days before the expiration date of the professional leave, the full-time faculty member must submit in writing to the President of the College either their intention to return or request for an extension of the professional leave. Failure to so comply shall constitute termination of employment. The only exception shall be in the case of a Sabbatical Leave where a separate contract containing an agreement to return is signed.
- F. Full-time faculty members who have been on a professional leave shall not be eligible for another professional leave for a two (2) year period after their return.
- G. Unless otherwise specified, all professional leaves shall be for a period of one (1) year. However, with the approval of the President, such leaves may be extended for an additional period not to exceed one (1) year.
- H. A full-time faculty member returning from a professional leave of absence shall return to their former position or one of like status. This is subject to the provisions of the staff reduction article.

Section 2. Advanced Study

With the approval of the President, an eligible full-time faculty member may be granted a leave of absence without pay for advanced study.

Section 3. Sabbatical Leave

The purpose of a sabbatical leave is to provide for professional growth of the full-time faculty that is not possible while teaching a base load or fulfilling a full-time appointment. The sabbatical leave should not only be of value to the individual but must have an impact on the quality of instruction at Schoolcraft College. Sabbatical leaves may be granted for advanced study, research or other cognate purposes.

- A. Sabbatical leaves may be granted for the Fall and/or Winter semester for instructors and for periods of six (6) or twelve (12) calendar months for librarians and counselors. Payment for such leaves will be at full salary for a semester for instructors and for a six (6) month period for counselors and librarians, and at the rate of one-half (1/2) pay if for two semesters or for twelve (12) calendar months.

- B. Sabbatical leaves may be taken at seven (7) year intervals. To be eligible for a sabbatical leave a full-time faculty member must have been employed for seven (7) consecutive years by Schoolcraft College. Time spent on leave without pay shall not count toward consideration for sabbatical leave.
- C. The request for a sabbatical leave must be filed with the Chief Human Resources Officer no later than the end of the Fall Term preceding the fiscal year in which the faculty member desires the leave. Chief Human Resources Officer shall submit them to the Sabbatical Leave Committee.
- D. The initial request for a Sabbatical Leave shall be made using the request form available in the Human Resources Department. As a minimum, this request shall include:
 - 1. A statement of the purpose of the leave including the objectives to be achieved.
 - 2. A statement of the actions which will be taken to accomplish each objective of the leave.
 - 3. A timetable of key dates as to when each action will be completed and each objective achieved.
 - 4. A method of evaluating the degree of success achieved during the leave.
 - 5. A statement of the value of the leave to the applicant.
 - 6. A statement of the value of the leave to the College.
- E. A Sabbatical Leave Committee shall be established consisting of seven (7) persons. The Forum shall select four (4) faculty members to sit on the Committee. The Forum shall notify the President of its selections no later than January 15 of each year. The President shall appoint the remaining three (3) members by January 22, of each year.
 In the event a member of the Committee requests a sabbatical leave, they shall resign from the Committee prior to the submission of the request. No faculty member may serve on the Committee if a request has been received from a member of the same discipline.
- F. The Committee shall review each sabbatical leave request. It may request additional or supplemental information from the applicants in order to evaluate the merits of the requests. The Committee shall then interview each applicant.
 The Committee shall either recommend or not recommend (and not rank) each request to the President. If it chooses to recommend a request to the President, it shall provide a written report, signed by a majority of its members, certifying that the request satisfies all of the criteria provided in this section. If it chooses not to recommend a request, it shall provide a written report to the applicant, explaining why the request does not satisfy all of the criteria provided in this section.
 The Committee shall evaluate each sabbatical leave upon its completion and shall provide a written report to the President. If the objectives of the leave have not been accomplished, the Committee shall make a recommendation regarding reimbursement to the College.
- G. Sabbatical leaves shall be limited to purposes which will clearly improve the efficiency of the faculty member, their professional knowledge and skills, or research that will clearly be of advantage to the College. In making their recommendations, the Committee shall also consider the following points:
 - 1. The extent to which plans submitted for use of time while on leave are definitive and educationally constructive.
 - 2. The extent to which a leave could have an immediate impact on the quality of instruction or service at the College through the faculty member's increased competence in their field and/or instructional techniques.
 - 3. The recency of advanced graduate work or professional study completed by the applicant.
 - 4. Reasonable and equitable distribution of leaves across the College organizational structure.
- H. Granting of Sabbatical Leaves. The Sabbatical Leave Committee shall submit their recommendations to the President. The President shall submit the recommendations of the committee as well as their recommendations to the Board. All applicants shall be notified of the action of the Board of Trustees no later than one week after the regular March Board meeting.
- I. It shall be understood that a faculty member on a sabbatical leave shall not engage in any remunerative work without the written approval of the President.
- J. A faculty member granted a sabbatical leave shall be responsible for accomplishment of the stated objectives of the leave. Upon expiration of the leave, the faculty member shall provide a written report to the Committee, along with such other documentation as the Committee may desire, so that the Committee may evaluate the success of the leave. A faculty member may be required to reimburse the College, in whole or in part, if the objectives of the leave are not accomplished.

- K. The employee agrees to return to regular employment at Schoolcraft College for two (2) consecutive semesters immediately following the term of the Sabbatical Leave. Should the employee fail to return to employment with the College in accordance with the terms of this paragraph after the completion of the Sabbatical Leave, said employee agrees to repay to the College all money received from the College while on Sabbatical Leave.
- L. Any unused portion of Sabbatical Funds reverts to the College.

Section 4. Exchange Teaching or Assignment

Eligible full-time faculty members may be granted professional leaves of absence for exchange teaching and/or assignments. Such leaves must have the approval of the President.

Section 5. Foreign Country or Overseas Military School Teaching

Eligible full-time faculty members may be granted professional leaves of absence for foreign country or overseas military school teaching. Such leaves must have the approval of the President.

Section 6. National Defense Graduate Fellowship and National Science Foundation Program

Eligible full-time faculty members may be granted professional leaves of absence for up to three (3) years in order to pursue a graduate program under a National Defense Graduate Fellowship or National Science Foundation Fellowship. Such leaves must have the approval of the President.

Section 7. Other Professional Leaves

Eligible full-time faculty members may be granted professional leaves in order to undertake another assignment with Schoolcraft College or to pursue employment outside of Schoolcraft College. Such leaves must have the approval of the President.

Section 8. Personal Leaves Defined

Eligible full-time faculty members may be granted full or part-time personal leaves for the following reasons:

- A. Health
- B. Parental
- C. Illness in immediate family
- D. Illness of person residing in household
- E. Military service
- F. Public service
- G. National, State or local teacher association duties
- H. Other

All personal leaves of absence shall be subject to the approval of the President or their designee. Leaves of absence for (F) and (G) shall be limited to full-status full-time faculty members. Application for such leaves shall be made in writing and filed with the benefits representative for submission to the President, with the exception of Health Leaves (see Section 9).

Unless it is a physical impossibility to do so before two-thirds (2/3rds) of the leave time has elapsed, unless otherwise specified, the faculty member must notify the benefits representative of their intention to return or their request for an extension of such leave. Failure to do so or failure to return at the end of such leave will constitute termination of employment.

Faculty members on leave from the College will be allowed a full opportunity to select their teaching schedules and textbooks for future terms. In the event that a faculty member is incapable of fulfilling these tasks, teaching schedules and textbook orders will be completed by the respective Department Chairperson / Faculty Representative.

Section 9. Health Leave

An extended health leave due to a faculty member's physical or mental condition which does not fall within the sick leave policy may be granted to full-status faculty members upon the request of the faculty member and with the approval of the President or their designee. Such requests shall be submitted to the benefits representative, accompanied by written diagnosis by the attending physician.

Extended health leaves may be renewed with approval of the President or their designee. Request for extensions of such leave or notice of an intention to return must be submitted to the benefits representative, accompanied by a physician's statement attesting to the faculty member's fitness to resume their duties.

The College may at its expense require a concurring opinion from its physician before agreeing to the leave or faculty member's return. In the absence of concurrence, additional medical evidence may be required at the College's expense from a mutually agreeable source.

If said leave or extension is denied, the faculty member has the right to appeal to the Board.

Section 10. Parental Leave of Absence

- A. A parental leave of absence without pay for up to one (1) year shall be granted to a full-time faculty member for the purpose of child bearing and/or rearing as follows:
 1. A faculty member who is pregnant shall be granted upon request a leave to begin at any time between the commencement of their pregnancy and one year after a child is born to them. Said faculty member shall notify the designated administrator in writing of their desire to take such leave and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which their leave is to begin.
 2. A faculty member who is pregnant may continue in active employment as late into pregnancy as they desire provided that they are medically able, as determined by they and their physician. All or any portion of a leave taken by a faculty member because of a medical disability connected with or resulting from their pregnancy may, at the faculty member's option, be taken as sick leave as provided for in Article X.
 3. A faculty member shall be granted upon request a leave to begin at any time between the birth of their child and one (1) year thereafter.
 4. A faculty member adopting a pre-school age child shall be granted upon request, a leave to commence at any time during the first year of receiving de facto custody of said child, or prior to receiving such custody if necessary in order to fulfill the requirements for adoption.
 5. Except in cases of medical disability, the faculty member may request only one (1) extension of leave.
 6. Whenever possible, parental leave will be scheduled to terminate at the end of a given semester.
- B. A full-time faculty member who is granted a parental leave of absence, pursuant to Section A above shall have the following re-employment rights:
 1. If a faculty member notifies the College of their desire to return to active employment after a leave which has been charged entirely to the sick leave provisions of Article X, in accordance with the provisions of Section A.1 above, said faculty member shall be assigned to the same position which they held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position.
 2. If a faculty member notifies the College of their desire to return to active employment within sixty (60) days after the termination of pregnancy, or the commencement of the leave, whichever is later, and the leave has not been charged entirely to sick leave in accordance with the provisions of Section A.1 above, said faculty member shall be assigned at the beginning of the next semester to the same position which they held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position.
 3. A faculty member, returning at the completion of the leave which was not charged to sick leave, shall be assigned to the same position which they held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position.
 4. While on leave a faculty member shall have the option to maintain their life and hospital/surgical group insurance coverage by forwarding premium payments for said coverage to the Human Resources Department on a monthly basis one month in advance.
- C. Part-time leaves: Following the birth or adoption of a child, a part-time leave may be granted for up to one (1) year, if approved by the designated administrator and the Chief Human Resources Officer in accordance with the criteria established in the Family Medical Leave Act. Except by mutual agreement, leaves will be granted only for complete semesters. Part-time leaves will not be granted during the Spring/Summer sessions.

For the first semester of part-time leave, salary for hours worked during part-time leaves will be at the contractual supplemental rate. Full benefits will be provided by the College.

Should a second semester be requested and approved, salary will be at the contractual supplemental rate. Benefits will be prorated for those employees working less than fifty percent time. For example, for those working at twenty-five

percent load, the College will pay twenty-five percent of the health care premium. The employee will pay the remainder. For those working greater than fifty percent load, full benefits will be provided by the College. Full seniority will accrue during the period of the part-time leave.

Section 11. Illness in the Immediate Family

A leave may be granted to a full-time faculty member to care for ill members of their immediate family upon the request of the faculty member and with the approval of the President or their designee.

- A. A full unpaid leave of absence may be granted to a full-time faculty member to care for ill members of their immediate family upon the request of the faculty member filed with the Chief Human Resources Officer. At least sixty (60) days before the expiration of date of the leave, the faculty member must submit in writing to the Chief Human Resources Officer either their intention to return as agreed, or request an extension of the leave.
- B. Five (5) days of paid sick time may be used to care for an ill spouse, their child, or parent. Paid personal business days may also be used for this purpose. (See Article X, Section 2.A)
- C. Part-time leaves: Part-time leaves may be granted for up to one (1) year for the serious illness of a spouse, their child, or parent if approved by the designated administrator and the Chief Human Resources Officer in accordance with the criteria established in the Family Medical Leave Act. Except by mutual agreement, leaves will be granted only for complete semesters. Part-time leaves will not be granted during the Spring/Summer sessions.

For the first semester of part-time leave, salary for hours worked will be at the contractual supplemental rate, and full benefits will be provided by the College.

Should a second semester be requested and approved, salary will be at the contractual supplemental rate. Benefits will be prorated for those employees working less than fifty percent time. For example, for those working at twenty-five percent load, the College will pay twenty-five percent of the health care premium. The employee will pay the remainder. For those working greater than fifty percent load, full benefits will be provided by the College. Full seniority will accrue during the period of the part-time leave.

Section 12. Military Leaves

Any full-time faculty member who may need leave for military service or training shall be granted a military leave of absence consistent with state and federal law.

When a faculty member must take temporary military leave (not to exceed fourteen (14) school days) during the Instructional College Year, the College shall compensate the faculty member involved for the difference between their pay and the military pay and shall provide a substitute for their position if necessary.

Section 13. Public Service

Full-time faculty members may be granted leaves for public service. Written request for such leaves shall be made no later than one (1) month prior to date such leave would take effect. Public service leaves for teaching faculty shall be for one (1) or two (2) semesters and up to thirty (30) weeks for non-teaching faculty are limited to:

- A. Campaign for public office
- B. Serving as a public official
- C. Serving in the Peace Corps/Vista

Section 14. Teacher Organization Duty Length of Class Session

Upon the recommendation of the President, a full-time faculty member may be granted leave for national, state, local teacher organization duty and/or employment. Sufficient notice must be given to enable the College to make adequate provisions for replacement. No more than five (5) members of the instructional staff shall be allowed such leave at any one time.

Section 15. Illness of Person Residing in Household

A leave may be granted to a full-time faculty member to care for an individual who has established a legal residence with the faculty member, upon the request of the faculty member and with the approval of the President. At least sixty (60) days before the expiration date of the leave, the faculty member must submit in writing to the Chief Human Resources Officer either their intention to return as agreed, or a request for an extension of the leave.

Section 16. Other Leaves

Eligible full-time faculty members may be granted full or part-time personal leaves for other reasons. Upon the approval of the President or their designee, a full-time faculty member may purchase at the supplemental rate, one course (up to eight (8) contact hours) release time, per semester during the academic year. The faculty member will not select supplemental courses during said semester unless mutual agreement is reached with the designated administrator. Such a choice must be made prior to the beginning of classes in the semester(s) of choice. The College will be reimbursed for hours so purchased by April 15.

ARTICLE XCLASS/OFFICE COMMITMENTS, SICK LEAVE, PERSONAL BUSINESS, BEREAVEMENT, JURY DUTY - FULL-TIME FACULTYSection 1. Class/Office Commitments

It is expected that all scheduled class and/or office commitments will be met by the instructor. Absences from classes or office hours, except in case of personal illness or emergency shall be arranged at least twenty-four (24) hours in advance with the designated administrator. In the case of personal illness or emergency the designated administrator shall be notified as far in advance as possible of the first class or office commitment to be missed.

In the event of a full-time instructor absence, all arrangements for the use of substitutes must be approved by and processed through the designated administrator. Substitutes have the option of receiving substitute pay at the current substitute rate or agreeing to substitute as a professional courtesy. Once a substitute commits to substituting as a professional courtesy, the College shall not provide reimbursement. Where an instructor is utilizing leave and/or sick days, the use of a substitute will not result in the reduction of pay for the faculty member.

Section 2. Sick Leave

Fifteen (15) days per year, credited annually, will be granted to each full-time instructor, full-time counselor, and full-time librarians, with accumulation to one hundred twenty (120) days. Other full-time faculty shall be credited ninety-six (96) sick leave hours, upon initial employment, prorated to July 1. Annually thereafter on July 1, employees shall receive ninety-six (96) hours of paid sick leave. Maximum total accumulation shall not exceed nine hundred sixty hours (960) hours. The College reserves the right to collect overpayments of sick leave.

- A. Five (5) days of paid sick time may be used to care for an ill spouse, their child or parent. Paid personal business days may also be used for this purpose. (See Article IX. Section 11.B)
- B. If a faculty member has reached the maximum individual accumulation of one hundred twenty (120) days or if a portion of the faculty member's fifteen (15) days annual sick leave brings the faculty member to the one hundred twenty (120) days maximum, then the balance of the fifteen (15) days annual sick leave will be credited directly to the master sick leave bank until a maximum of three thousand (3,000) days is reached.
- C. Prior to the exhaustion of the faculty member's paid sick time, should additional days be needed for an illness, impairment or the treatment of such that precludes the employee from contiguously performing their job duties over an extended period of time, the individual may withdraw additional days from the master sick leave bank to a combined maximum of one hundred twenty (120) days per illness. Application for such withdrawal will be made to the Human Resources Department upon recommendation of the Forum. A faculty member requesting days from the master sick leave bank must submit evidence of need to the President of the Faculty Forum with a copy to the Chief Human Resources Officer prior to approval except when physically impossible to do so.
- D. When the bank is reduced to one thousand (1,000) days, each member will be taxed three (3) days.
- E. Each faculty member shall be informed by the benefits representative of their accumulated sick leave days and the status of the bank.
- F. Any disability deriving from pregnancy, including childbirth, recovering from childbirth, miscarriage or abortion will be treated the same as any other illness or injury (temporary medical disability) for purposes of use of sick leave as provided for in this Article.

Section 3. Personal Business Days

Four (4) days shall be allowed each year for legitimate business, professional duties and/or family obligations which can normally only be met during the faculty member's regularly scheduled period of assignment.

- A. In the scheduling of such commitments (court appearance, scheduled medical and dental appointments, religious holidays, graduation exercises, real estate transactions, etc.) the faculty member should consider their faculty obligations. Faculty will provide notification regarding the use of Personal Business days at least five business days in advance to their designated administrator.
- B. Personal business days are not intended for extensions of break periods.
- C. For days requested during the first and last week of each semester or session and/or the day preceding or following any College designated holiday period, the use of personal business days must be approved. For non-teaching faculty, the use of personal business days must be approved by the designated administrator. The designated administrator will provide an answer within three business days from the time the request was made. Approval will be granted for purposes as specified above.

Section 4. Bereavement

In case of bereavement, the number of days granted will be those deemed necessary by the designated administrator. Leaves granted will not be deducted from the accumulated sick leave.

Section 5. Jury Duty

Any full-time faculty member who is called for and reports for jury duty shall continue to receive their full wages for the duration of the jury duty. In order to receive payment under this section, the faculty member must give the designated administrator prior notice that they have been summoned for jury duty and must furnish satisfactory evidence that jury duty was performed on the days for which they claim payment. The provisions of this section are not applicable to any faculty member who, without being summoned, volunteers for jury duty.

ARTICLE XIGRIEVANCE PROCEDURE

The College agrees to recognize a Grievance Committee selected by the Forum. The Grievance Committee shall represent employees for the purpose of processing grievances under the grievance procedure established in this Article. The Forum shall keep the Administration informed as to the members of this Committee. Nothing herein shall prohibit an individual from processing their own grievance provided that the issue of said grievance cannot be the same as (a) an already existent and on-going grievance involving the same person(s), or (b) a grievance on the same issue that has already been resolved.

Section 1. Definitions

- A. The term "grievance" shall mean a claim of an alleged violation, misinterpretation, or misapplication of this Agreement.
- B. The term "grievant" shall mean any faculty member, group of faculty members, or the Forum asserting the claim.
- C. The term "day" shall mean calendar days and shall exclude Saturdays, Sundays, and holidays defined in the College Instructional Calendar.

Section 2. General Provisions

- A. All discussions shall be kept confidential among the grievant, the Grievance Committee member, if any, and the Administration in the absence of the consent of the grievant, or unless disclosure is required by law.
- B. All grievances shall be filed and processed on the forms developed by the Administration and the Forum.
- C. The time limits indicated at each level shall be considered as a maximum; however, said time limits may be extended by mutual consent in writing.
- D. Except for the initial filing deadline (Section 3A of this Article) and the deadline for filing for arbitration (Section 3D of this Article), if the grievant, or the administrator (or designee) fails to meet the specified time limits the grievance shall be advanced to the next step. The grievant, however, may withdraw the grievance at any step by notifying the appropriate administrator, thereby accepting the decision previously rendered.

- E. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel file of the grievant.
- F. The grievant shall at all levels of the procedure have the right to union representation and counsel.
- G. Hearings and conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. When such hearings and conferences are held during the College Day, all employees whose presence is required shall be excused for the purpose. The President of the Faculty Forum or their designee shall notify the Chief Human Resources Officer in advance of faculty members whose attendance at any hearing or conference requires their absence from College responsibilities.
- H. The primary purpose of this procedure is to secure at the lowest possible level, equitable solutions to grievances arising under this Agreement. Nothing contained herein shall be construed as limiting the right of any faculty member with a grievance to discuss the matter informally with the designated administrator or proceeding independently as described in this procedure provided that the issue of said grievance cannot be the same as (a) an already existent and on-going grievance involving the same person(s), or (b) a grievance on the same issue that has already been resolved.

Section 3. Procedure

A. Step I.

In the event that the grievance cannot be resolved informally between the grievant and the designated administrator or their designee, the grievant shall, within fifteen (15) days from the discovery of the event upon which the grievance is based, but in no case later than one (1) full semester after the semester in which the event occurred (excluding Spring and Summer sessions), serve a written grievance upon the designated administrator and discuss the same with such administrator, either individually or together with a Grievance Committee member. Such administrator or their designee shall attempt to resolve the formal grievance within five (5) days of its presentation by filing a written response.

B. Step II.

In the event the grievant is not satisfied with the disposition of the grievance at Step I, they may, within five (5) days of receipt of the Step I response, submit the grievance to the designated administrator in the Office of Academic Services. The Step II grievance must include why the previous response was rejected. Within ten (10) days from the receipt of the grievance, the designated administrator or designee shall meet with the interested parties. Within five (5) days after the meeting, the designated administrator or designee shall render a written decision to the grievant.

C. Step III.

In the event the grievant is not satisfied with the disposition of the grievance at Step II, they may, within five (5) days of receipt of the written decision at Step II, submit the grievance to the President's office. The Step III grievance must include why the previous response was rejected. Within ten (10) days from the receipt of the grievance, the President or designee shall meet with the interested parties and shall render a written decision within ten (10) days of the meeting.

D. Step IV. (optional)

If the grievance is not resolved at Step III, or if no written response is made within the above timeline, the Forum may file the grievance to mediation through the Michigan Employment Relations Commission (MERC) within twenty (20) working days following receipt of the Step III written response or of the date the response was due, from the President or designee. A copy of the filing will be provided to the College by the Forum contemporaneously.

If satisfactory resolution is achieved through mediation, the resolution shall be final and binding upon the parties. If no satisfactory resolution can be reached, either side may terminate mediation through written notification to the other party.

E. Step V.

1. In the event the Forum is not satisfied with the disposition of the grievance at Step III, they may, within twenty (20) days of receipt of the disposition, submit to arbitration by serving a written request for arbitration to the Chief Human Resources Officer, with a copy to the College President. Alternatively, in the event that Step IV (mediation) was elected, the Faculty Forum may, within twenty (20) days of receipt of the notice of termination of mediation, submit to arbitration by serving a written request for arbitration to the Chief Human Resources Officer, with a copy to the College President. In matters involving contract language interpretation, the College may submit such matters to arbitration by serving a written request for arbitration to the Faculty Forum President within fifteen (15) days of meeting with the Forum and failing to come to an agreement.

2. The parties have agreed to utilize a permanent arbitrator panel which shall be maintained by the parties. Only arbitrators acceptable to both parties shall be placed on the list.
3. The arbitrator panel established shall be composed of the following arbitrators:

Paul Glendon

Thomas J. Barnes

Kathy Van Dagens

Robert McCormick

Kathleen Oppewall

Ben Kerner

4. An arbitrator shall be assigned an arbitration in the order that the names appear on the list, on a rotating basis. If a panel arbitrator is unable to arbitrate a grievance, the next panel arbitrator shall be assigned. If an arbitrator is assigned a case which is resolved before hearing the case, that arbitrator has served their turn and the next arbitration will be assigned to the next arbitrator on the list.
5. Within five (5) days of the referral to arbitration, the College and the Forum shall jointly submit notification to the arbitrator. The arbitrator shall conduct the arbitration hearing and other related matters in accordance with the rules and regulations of the American Arbitration Association.
6. Either party may remove no more than one (1) arbitrator from the panel during any twelve (12) month period by giving ten (10) days' written notice to the other party. The other party will then select a replacement from their list of alternates (see Memorandum of Understanding). Once a case is assigned, an arbitrator may not be removed from the panel until the case has been disposed of. In the event a panel arbitrator becomes unable to arbitrate grievances, their slot on the panel will remain vacant for the duration of this agreement.
7. The fees and expenses of the arbitrator shall be borne equally by the Forum and the College. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.
8. The decision of the arbitrator shall be final and binding on the parties, if made within the limits of the powers and authority hereinafter provided; the arbitrator shall have no power to add to, subtract from, alter, or in any way modify the terms of this Agreement. They shall give no opinion with respect to any matter left by this Agreement or by law to the discretion of the College. The result of the decision shall be implemented within fifteen (15) days of receipt of the decision.
9. Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new Agreement shall not be processed.

ARTICLE XII

CONTRACTS - FULL-TIME FACULTY

Section 1. Full-time Faculty Contract Defined

A full-time contract for the Fall and Winter Semesters, or a twelve (12) month contract with forty-six (46) weeks, or a twelve (12) month contract with fifty-two (52) weeks of assigned duties will be issued to all full-time faculty members as defined in this Agreement. Such contracts shall be either probationary, full-status, annual or temporary.

Section 2. Counselor Contract Defined

Full-time Counselors will be issued twelve (12) month contracts containing forty-six (46) weeks of assigned duties.

Section 3. Librarian Contract Defined

- A. All full-time Librarians hired prior to August 23, 1988, for forty-six (46) weeks shall be issued twelve (12) month contracts with forty-six (46) weeks of assigned duties unless there is mutual agreement between the faculty member and the designated administrator to change.
- B. Academic Librarians hired after August 23, 1988, shall be assigned forty-six (46) week contracts within a fifty-two (52) week period under the generic or specific job descriptions as required by the College.

Section 4. Other Non-Teaching Faculty Contract Defined

All full-time Advisors, full-time Disability Service Support Advocates and full-time Student Support Specialists will be issued twelve (12) month contracts containing fifty-two (52) weeks of assigned duties.

Section 5. Assigned and unassigned time

Assigned and unassigned time for fifty-two (52) week positions shall be determined in accord with the following:

- A. Time worked is assigned time.
- B. Time not worked is unassigned time except:
 - 1. Holidays shall count as assigned days. The holidays are: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day following, Christmas Eve Day, Christmas Day, the first College work day following the Christmas Day holiday and New Year's Eve.
 - 2. Use of leave time provided in Article X when it occurs during assigned time.
- C. The break between the Fall and Winter Semesters as designated in the College Calendar shall apply to all members of the faculty. However, counselors and librarians will provide adequate services to guarantee that these operations may continue on a reduced basis during this period to the satisfaction of the designated administrator. Individual work schedules will be developed in consultation with the appropriate members of the faculty.

Section 6. Probationary and Full-Status Contracts

New full-time faculty members will be issued probationary contracts for each year during their probationary period. A full-status (continuing) contract shall be issued to each full-time faculty member after successfully completing their probationary period. Such a contract is issued only once and is updated annually by issuing a salary addendum.

Section 7. Contract Supplementals

Contract supplements will be issued to full-time instructors for extensions of the Instructional College Year, or the individual contract year, and for certain specified reasons listed below:

- A. Overload teaching during the Instructional College Year.
- B. Classes taught in addition to and outside of the base load.
- C. Certain specified extra preparations (Article VI, Section 5).

Section 8. Temporary Contract

When an individual is employed full-time to fill a position known to be temporary (terminal) at the time of employment, they shall be issued a contract for temporary employment. When such contracts are issued, the Forum will be notified as to its purpose and duration.

- A. Such employment shall occur under the following circumstances:
 - 1. In the event of an emergency that occurs prior to the opening of classes that results in the temporary absence of a full-time faculty member for the entire semester, or,
 - 2. In the event of an emergency that results in a temporary absence of a full-time faculty member for one-half (1/2) semester or more and said faculty member is replaced by one instructor who covers the base load of said instructor, or
 - 3. To temporarily replace a full-time faculty member who is on extended personal or professional leave. In no case shall a temporary contract be issued for a period greater than one (1) year, nor may it be renewed more than once unless mutually agreed to by the Administration and the Forum.
- B. The temporary contract issued for one (1) semester or longer, or one-half (1/2) year or longer, shall be equivalent to a probationary contract in the event that a full-time faculty member is later issued a probationary contract. In such cases, service under a temporary contract shall be credited in either whole semesters or half-years, whichever is appropriate. Fractions shall be rounded down to the nearest whole semester or half-year. Provided, however, that the temporary service must have been accumulated within five (5) years of the issuance of the probationary contract.
- C. All provisions of the Master Agreement will be in full force and effect except that failure to extend or offer a contract beyond the date originally agreed upon shall not be subject to the grievance procedure.

- D. An instructor working under a temporary contract shall be awarded twenty-five (25) preference points per semester.

Section 9. Annual Contract for Experimental Programs.

When an individual is employed full-time to fill a position created by the implementation of a new experimental program, they shall be issued an annual contract which may be renewed annually (maximum of five (5) years).

- A. When such contract is issued, the faculty member and the Faculty Forum shall be informed of the purpose and proposed duration.
- B. The annual contract shall be equivalent to the probationary contract in the event that the annual contract employee is later issued a probationary contract. In such cases, if the annual service is accumulated within five (5) years of issuance of a probationary contract, service under the annual contract shall be credited in either whole semesters or half years, whichever is appropriate. Fractions shall be rounded down to the nearest whole semester or half year.
- C. All provisions of the Master Agreement will be in full force and effect except that failure to extend or offer an annual contract shall not be subject to the grievance procedure, nor shall the annual faculty member accrue seniority while on an annual contract.

ARTICLE XIII

TRACK PLACEMENT AND COMPENSATION - FULL-TIME FACULTY

Section 1. Initial Hiring and Track Placement

When a faculty member is newly hired, the Forum shall be notified no later than the beginning of the semester when employment commences as to salary step and track placement of the individual. The Forum shall have a thirty (30) day period in which to file any objection to said placement. The Forum may proceed to arbitration if mutual agreement cannot be reached.

Where advanced degrees are not normally available or customary for an industry, appropriate experience, and receipt of the top certifications for the profession will be substituted for the bachelor's, master's, and/or master's degree plus thirty (30) credits. In those cases, the requirement of a bachelor's degree for eligibility for payment at the MA + 30 track shall be waived.

Salary and/or track placement as a result of training, degrees, licenses, or other professional equivalencies after initial employment. The Forum shall also be notified of any training, retraining, or certification achieved by a faculty member which could result in changes in step and/or track placement. It remains the individual faculty member's responsibility to apply for such changes and neither contracting party shall make any representations to any faculty member as to exceptions and/or exemptions from existing contract language to the appropriate ground for making such application. The Forum shall have thirty (30) days from the date of notification in which to file an objection to Administration's response to the request with provision for arbitration should such an objection not be resolved by mutual agreement.

Should the College agree to pay the expenses of a faculty member engaged in an approved course and certification program, said payment will be made only once.

Professional Equivalency

For purposes of equivalency determination, "licensed" includes "certified," "admitted," "registered," "certificated," or "commissioned."

Licensed shall be defined as compliance with a state or national act, statute, or procedure, and shall require not less than six (6) years of documented experience in appropriate discipline and/or equivalent degrees and successful passage of examination for issuance of license. Acquisition of the license shall be equivalent to the next horizontal placement at the existing step subject to the Limiting Factors below:

Limiting Factors

- A. License shall be in the subject area currently being taught by the instructor.
- B. The license shall remain current to retain the placement benefit. A copy of each license or subsequent renewal shall be submitted to the designated administrator.
- C. The designated administrator shall review all professional equivalency petitions received, and in accordance with Article XIII, Compensation, shall grant or deny professional equivalency to each of the petitioners.

- D. The license obtained by an individual cannot be considered for advancement if that license was a necessary requirement to be employed by Schoolcraft College.
- E. If the individual had received College monies to obtain that license, it shall not be considered for advancement.
- F. As a limiting factor, for purposes of this Agreement, licenses from other states shall be considered for horizontal movement if the current Michigan Licensed Occupations manual specifies reciprocity.
- G. Applications for this advancement may be used only and no placement will be awarded beyond the master's level without a bachelor's degree.
- H. No equivalency will be granted beyond a Master's + 30 track.
- I. Teaching certificates will not be considered.

Section 2. Basic Salary Schedules

The basic salary schedules of full-time faculty members covered by this Agreement are set forth in Appendices A.

- A. The salary schedule has four tracks; namely, Bachelor's Degree or equivalent; Master's Degree or equivalent; Master's Degree plus thirty (30) semester hours or more; and Doctorate. The degree must be earned from an institution accredited by a nationally recognized regional accreditation association.
- B. Faculty members earning graduate college credits, or gaining professional equivalency as spelled out in Section 1, in addition to those used for initial placement may file these credits with the designated administrator for new track assignment. Applications for such new assignment must be made within thirty (30) days of the opening of each semester and must be substantiated by an official transcript or other appropriate documentation relative to professional equivalency. Compensation shall be adjusted accordingly beginning with the semester in which application is made.
- C. Initial placement on a step in an assigned track may, at the sole discretion of Administration, be accomplished in the following manner:
 - 1. Degree Holders. Credit on the salary schedule may be allowed for experience upon the basis of the factors set forth below:
 - a. Full-time college teaching, counseling, or librarian experience may be equated one (1) year for one (1) year. If the experience is part-time, it shall be equated to yearly experience (i.e., thirty (30) credit hours of part-time instruction shall equal one year of experience). Such part-time experience will not be counted until it is the equivalent of one or more full years and no more than six (6) years maximum will be allowed. Part-time experience in higher education assignments, other than the type of position applied for (teaching, counseling, or librarian), is capped at two (2) years.
 - b. Full-time relevant industrial, and/or public school (K-12) teaching, counseling, or librarian experience and related non-teaching experience may be equated at the rate of two (2) years credit for every three (3) years of experience.
 - c. Teaching fellows or teaching assistant experience may be equated at the rate of two (2) years of credit for every three (3) years of experience.
 - 2. Degree Equivalency. The following criteria shall be used for granting of equivalency:
 - a. To be given credit for a baccalaureate degree the faculty member must have been employed in an occupation directly related to their assignment for a minimum period of six (6) years and be licensed in their respective trade field, or possess a journeyman status and have two (2) years of experience directly related to their assignment, or possess an Associate Degree directly related to their assignment, and four (4) years of experience directly related to their assignment.
 - b. To be given credit for a master's degree the instructor must hold a baccalaureate degree and must have been employed in an occupation directly related to their assignment for an additional four (4) years.
 - c. Where the work experience of the instructor exceeds the minimum requirements listed above, the excess may be used for step placement purposes, but experience once allocated for equivalency purposes cannot be used again for step placement.
 - d. A Juris Doctorate degree shall be equated to a Master's Degree.
- 3. For either case 1 or 2 above (degree holders and degree equivalency):
 - a. Any fractions appearing in the total figure will be rounded to the nearest whole number.

- b. The determination of such credit is the responsibility of the designated administrator following consultation with the Faculty Representative and the applicant. A record of experience so allocated must be properly noted and made part of the faculty member's personnel record. A copy will be furnished to the faculty member and the Forum within two (2) weeks of the applicant's first day of employment.

Section 3. Salary Payments - General Provisions

Full-time faculty members shall be paid via direct deposit in equal installments on a schedule of every other Friday as specified in Appendix B except when a scheduled payday falls on a holiday. In these cases the deposit shall be made available not later than the last day preceding the holiday.

Section 4. Compensation - Contract Supplements

Compensation to full-time faculty members issued a contract supplement will be paid in accordance with one of the following:

- A. Overloads and Contract Supplements will be paid in equal installments over the duration of the course, starting no later than the second pay after the course starts. Appendix B reflects 15-, 12-, and 7-week course pay dates.
- B. Extensions of the Instructional College Year will be paid in equal installments beginning with the second pay date during the extension period.
- C. All compensation for extra-curricular-activities shall be paid on the first regularly scheduled payroll after the conclusion of the activity, except that if the activity is year-long in nature, payment will be made with the last pay period of each semester.
- D. Mentoring (an extra-curricular activity) shall be compensated with reassign time or supplemental pay at the rate of:
Mentoring of 1 - 2 faculty: One (1) contact hour
Mentoring of 3 - 5 faculty: Two (2) contact hours
- E. Faculty pay for Independent Learning Agreements will be number of credit hours x 0.10 (one tenth) contact hour per student. Independent Learning Agreements will be mutually agreed upon by both faculty and the designated administrator, and will not count towards total contact load or baseload.

Section 5. Overtime Compensation

Overtime compensation shall be recorded and approved in a manner prescribed by the Human Resources Department and will be paid at the first regularly scheduled payroll occurring after the period in which such compensation was earned. Supplemental assignments issued to counselors shall be paid according to this section.

Section 6. Overloads, Overtime, and Supplemental Instruction

Overloads, overtime, and supplemental instruction shall be compensated for in the following manner: Full-time instructors will be paid at the non-probationary part-time contract rate for all contact hours.

Work in excess of the base load for librarians and counselors shall be paid at 1/16 of the supplemental contract rate per clock hour.

Section 7. Salary Overpayments

The College shall have the right to deduct any salary overpayment to a faculty member from compensation due to that faculty member. Should said condition occur, the employee shall be notified, in writing, of the amount in question. The repayment schedule shall be developed by mutual agreement. In no case shall repayment be sought if the overpayment occurred more than two (2) years prior to the date of ratification.

Section 8. Community Service

All faculty who participate in a community service event will receive a stipend of 1/6th of the current supplemental contact hour rate per event from the College (e.g., activities such as speaking engagement at another school including K-12, presenting research or musical participation). Funds paid to Forum members for this service will be capped at a total of not more than ten thousand dollars (\$10,000) per calendar year for all members.

ARTICLE XIV**FRINGE BENEFITS****Section 1. Insurance Coverages**

A. The College will provide the following to full-time faculty:

1. Long-term disability benefit for faculty members commencing on the 121st calendar day of disability at seventy percent of base salary with a maximum monthly payment of five thousand dollars (\$5,000).
2. Vision care program for faculty member and eligible dependent(s).
3. Dental program for faculty member and eligible dependent(s).
4. Health/life insurance coverage. Effective with the ratification of this agreement, one of the following options (Plan A or B) shall be provided to each full-time faculty member and eligible dependent(s).

PLAN A FOR ADVISORS OR FULL-TIME STUDENT SUPPORT SPECIALISTS: The BCBS Plan (i.e. 2021 rates single deductible: \$2,000 per year; 2-person and family deductible: \$4,000 per year). In addition, the College will fund for each member electing this plan an annual Health Savings Account (HSA) with a College paid contribution equal to 85% of the plan deductible. The annual college contribution will be funded in one installment on the first business pay date in January.

Plus: \$50,000 life insurance and accidental death and dismemberment coverage (AD&D).

Members selecting Plan A will pay 20% of the cost of the plan premium inclusive of the HSA contribution.

PLAN A FOR OTHER FULL-TIME FACULTY: The MESSA ABC Plan 1 (i.e. 2021 rates single deductible: \$1,400 per year; 2-person and family deductible: \$2,800 per year). In addition, the College will fund for each member electing this plan an annual Health Savings Account (HSA) with a College paid contribution equal to 80% of the plan deductible. The annual college contribution will be funded in one installment on the first business pay date in January. The college contribution will be prorated for new full-time faculty who begin in the Fall term.

Plus: \$50,000 life insurance and accidental death and dismemberment coverage (AD&D).

Members selecting Plan A will pay 20% of the cost of the plan premium inclusive of the HSA contribution.

PLAN B: Full-Time Faculty members not choosing group health insurance will receive a cash stipend of six-thousand dollars (\$6,000) per calendar year while actively employed on a full-time basis.

Plus: \$50,000 Life insurance and AD&D coverage, dental, vision and long-term disability.

If an employee and spouse are both employed by the College and both eligible for medical insurance, only one (1) shall elect the health insurance plan and the other shall select Plan B, that is, opt out.

5. For the full-time faculty member and eligible dependent(s) optional life insurance shall be available at group rates, at the employee's expense.
6. An open enrollment period shall be available each year, during which faculty members shall be able to change the option previously selected under Section 1.A.4 of this article.
7. Term life insurance coverage will be continued by the College for any faculty member receiving long-term disability benefits. This does not include optional life insurance.

Section 2. Travel-Accident Life Insurance

For the full-time faculty member, a travel-accident life insurance benefit in the amount of no less than \$50,000 for travel on College business shall be provided.

Section 3. Faculty Grant Fund

The College shall provide an educational grant fund for the payment of 100% of the tuition and non-refundable registration fee of full-time faculty members, current spouses, and dependent child(ren) regardless of employee's marital status who attend classes at Schoolcraft College. "Dependent child(ren)" shall be defined as a child who would qualify for a federal tax exemption notwithstanding an employee's marital status. The College may require proof of dependent child(ren) status. In order for the grant to be applied for credit courses, the student must meet the following criteria of Satisfactory Academic Progress as defined under Title IV: successful completion of at least 67 percent of all Schoolcraft College credit hours attempted or be a first-time student at Schoolcraft College, and have a cumulative Schoolcraft College grade point average of at least 2.0.

Section 4. Tax-Deferred Annuity

The College shall make available to all full-time faculty, a salary reduction plan with any current or future approved carriers. Contributions, when made, shall be transmitted with each payroll to the appropriate carrier in accordance with the Internal Revenue Code of 1954 as amended, and the regulations thereunder. As additional carriers are approved, notification will be sent to the Faculty Forum President.

Section 5. Severance Pay

After ten (10) years of service, any full-time faculty member upon severance, excluding just cause discharge, shall receive a benefit in the amount of One Thousand Dollars (\$1,000); for those retiring the amount is Two Thousand Dollars (\$2,000). Additional severance credit may be earned at the rate of Ten Dollars (\$10) for each additional calendar month of their employment after the tenth (10th) year. In no case would the additional payment exceed One Thousand Dollars (\$1,000). Payment in the case of a deceased employee will be made to the beneficiary or the estate of the deceased.

Section 6. Faculty Professional Development

- A. The College will budget the sum of four hundred dollars (\$400) per full-time faculty member per fiscal year for purposes of faculty professional development directly related to the faculty member's teaching discipline or classroom instructional strategies, to include tuition, travel to professional meetings, seminars, workshops, membership and publication subscriptions, maintenance of required credentials as noted in the minimum competencies, or other activities mutually agreed to, excluding union activities, which occur in the fiscal year beginning July 1.
- B. Faculty wishing to use these funds must make a formal application to the Chief Academic Officer by June 1 for the current fiscal year's expenditures. Completed applications will be processed using the College's normal requisition procedure and supported by normally required documentation. At the end of each fiscal year, unused budgeted funds will be proportionally distributed to those with unfunded requisitions, and a report detailing the distribution of these funds will be sent to the Faculty Forum President.

- C. Tuition

Faculty may utilize the Professional Development funds for the purpose of study provided that the following criteria are met:

1. Class(es) are not available at Schoolcraft College.
2. The classes are taken at an accredited institution.
3. The employee receives a grade of "C" (2.0) or better or, when applicable, a satisfactory completion of the course.

Section 7. Payroll Deduction

The College shall make available payroll deduction for mutually agreed to deductions to all eligible full-time faculty. If a faculty member lives in a municipality that charges city income tax, the college shall withhold city tax from the faculty member's pay, and transfer said tax to the municipality in a timely fashion, as required by the municipality.

Section 8. Free Parking

In the absence of a State directive or legislation, the College shall continue to provide free parking space for all faculty members.

Section 9. Mileage Reimbursement

Whenever it is necessary for a full-time faculty member to travel on official College business; or whenever a full-time faculty member's base load assignment requires that they travel between the Campus and off-campus centers to fulfill the base load requirements, they shall be reimbursed at the current authorized rate.

Section 10. Retiree Benefits

A full-time faculty member who has retired from Schoolcraft College shall be eligible for the following benefits from Schoolcraft College:

- Use of the Library.
- Use of Physical Education facilities.
- One (1) tuition-free class for retiree and spouse (traditional or Personal and Professional Learning) for each semester/session (must register during late registration - late registration fee will be waived).

Section 11. Fitness Center Membership

The College will provide free annual (year-round) membership in the Fitness Center for all full-time faculty members, and free membership to part-time faculty members during any semester in which they are teaching.

ARTICLE XVDISCIPLINE FULL-TIME AND ADJUNCT FACULTY

- A. Disciplinary action shall be taken against a full-time or adjunct faculty member only for just cause and only after full opportunity of due process has been afforded. This disciplinary action shall be proportionate to the severity of the infraction and the principle of progressive discipline will be considered, with the understanding that the College may skip steps in the progressive process based on the severity of the infraction. A Faculty Forum Representative shall be in attendance at all meetings which could lead to discipline unless a written waiver is signed by the faculty member with copies distributed to the appropriate administrator, and the President of the Forum. When appropriate, reasonable efforts for informal coaching and attempts to improve the behavior shall be made, prior to progressive discipline being applied. The steps of progressive discipline are:

1. Step 1 - Written reprimand
2. Step 2 - Suspension with pay
3. Step 3 - Suspension without pay
4. Step 4 - Termination

The College may place an employee on non-disciplinary, paid administrative leave pending further investigation of circumstances to protect the integrity of an investigation into alleged misconduct.

- B. Investigatory Meeting - Prior to a disciplinary hearing the administration may hold one or more investigatory meetings. The faculty member shall be informed, in writing, of the general reason for an investigatory meeting, when said meeting is scheduled. At the start of the investigatory meeting, the specific concerns shall be shared. During the course of this meeting the faculty member and the Faculty Forum Representative will have the option to caucus at any time.
- C. Disciplinary Hearing - Prior to any disciplinary action being taken, a hearing shall be held involving the appropriate administrator and the faculty member. The faculty member shall be informed, in writing, of the reason for a disciplinary hearing, when said hearing is scheduled. Oral or written warnings that provide notice of problems with performance will not go in the faculty member's personnel file in the Department of Human Resources. At the start of the disciplinary hearing, the College shall present the evidence obtained through investigation of any alleged infractions. The faculty member shall have the opportunity to present facts and evidence in their defense.

Within five (5) business days of the conclusion of a disciplinary hearing, the faculty member shall be informed, in writing, of the outcome of the disciplinary hearing, with a copy to the Forum President.

- D. Any written notice of reprimand placed in a faculty member's file, except as required by law, shall be removed upon their voluntary termination of employment if the written notice is more than two years old and a written request is submitted to the Chief Human Resources Officer.
- E. Should complaints concerning incompetence of a full-time or adjunct faculty member teaching the course for the first time come to the attention of the appropriate administrator, said administrator shall initiate a conference involving the instructor, the administrator, and a union representative. Prior to any further administrative action being taken, an expedited assessment shall occur, conducted by the administrator and the faculty representative. If, in their opinion, further action is warranted, any or all of the following actions may be taken:
1. The instructor must take remedial action and demonstrate competency.
 2. The instructor will be removed from the course.
 3. The instructor will be suspended without pay for the remainder of the course session.
 4. The instructor will have no preference points awarded for the class.
 5. The instructor will be disqualified from teaching the course again.

ARTICLE XVI

PART-TIME FACULTY

Section 1. Part-Time Faculty Rights & Responsibilities

The provisions of Article XVI shall apply only to part-time faculty members as defined in Article I.

- A. Part-time faculty shall be permitted to take part in departmental activities.
- B. When a part-time faculty member indicates a need for a storage facility, the College shall provide without charge, if available, a locker or other facility in the building in which the part-time faculty member is assigned.

Section 2. Part-Time Faculty Status

- A. Probation. For the first six (6) semesters/sessions of teaching, part-time faculty shall be considered a probationary employee. During this period, successful performance (as demonstrated by appropriate evaluations) is necessary for continued employment.
 1. During the probationary period, part-time faculty members shall be obligated to attend mandatory orientation(s) as determined by the designated administrator.
 2. The College's election not to offer employment to a probationary part-time faculty member due to performance, as evidenced by their evaluations, shall not be subject to the grievance procedure.
 3. When the College elects not to offer employment to a probationary part-time faculty member, the Administration shall inform the member in writing, with copy to the Faculty Forum President, of the reason(s) for termination of employment.
- B. After the probationary period, the part-time instructor can be removed from the preference points list as a result of discipline under Article XV.
- C. Those part-time faculty members who have successfully completed the probationary period shall be referred to as Adjunct Faculty.
- D. Academic rank for Adjunct Part-Time Faculty shall be accorded as follows for those that earn preference points:

Adjunct Assistant Professor – Upon accumulation of one hundred (100) preference points and a minimum of three (3) years of service with Schoolcraft College.

Adjunct Associate Professor – Upon accumulation of one hundred fifty (150) preference points and a minimum of eight (8) years of service with Schoolcraft College.

Adjunct Professor – Upon accumulation of two hundred (200) preference points and a minimum of fourteen (14) years of service with Schoolcraft College.
- E. First consideration shall be given to part-time faculty applicants for filling any available full-time faculty vacancies if their qualifications are superior or equal to other qualified applicants.
- F. Upon becoming a full-time faculty member, they shall be given credit for one year of probation based upon successful completion of thirty (30) contact hours taught as a part-time faculty member at Schoolcraft College within the five (5) years immediately preceding the issuance of the full-time contract.

Section 3. Part-Time Instructor Employment

- A. Part-time faculty members shall be employed by the College only when the need for such service exists. When such a need exists the course or function will be assigned by the designated Administrator following the process described in the rest of this section. Qualifications for persons so employed shall meet, at the time of assignment, minimum competencies for teaching the course(s) or performing the function for which the need exists.

At the time of hire, the designated Administrator shall make known to the part-time faculty member their Primary Course(s), as determined by the need(s) for which they were hired. The designated Administrator will make known to the part-time faculty member the course(s) for which they have been qualified and/or credentialed to teach. This notice will be provided:

1. Before the selection of classes following their hiring
2. After the Faculty member submits changes to their qualifications
3. Upon the Faculty member's request

An individual is qualified to teach any course in the discipline in which they are hired and for which they meet the minimum competencies.

- B. Part-time instructors and part-time clinical nursing instructors may be tentatively assigned prior to the beginning of the semester/session, but hired only after all full-time faculty have acquired their base load assignments, and only after a laid-off full-time faculty member has been given preference for courses for which they meet minimum competencies, and only after full-time faculty have received their supplemental assignments.
- C. Preference for employment shall be given to the part-time instructor and the part-time clinical nursing instructor based upon the following conditions:
 1. Administration will maintain a part-time preference points list of qualified personnel in each academic discipline. The list will be updated each semester and session, will be distributed to part-time faculty in each discipline prior to part-time selection, and will be made readily available upon request of a faculty member .
 2. Placement on the preference point list shall be determined by the following formula:
 Five (5) points awarded for each year of service (minimum of one (1) course taught in any given calendar year). One (1) point awarded for each contact hour taught.
 Example: Ten (10) years of service equals fifty (50) points, fifty (50) contact hours taught equals fifty (50) points. Total equals one hundred (100) points. Faculty teaching in more than one discipline will accrue contact hour points as a total of all disciplines taught such that only one accumulated preference points total is calculated for each faculty member (e.g., sociology four contact and psychology four contact is a total of eight contact hours).
 Adjunct faculty who are rehired by the College will be considered probationary; however, their preference points total will be reinstated, and they will be compensated for their teaching at the non-probationary rate. Probationary part-time faculty who are rehired will have their preference points total reinstated. Full-time faculty who are rehired as part-time faculty shall be awarded fifty (50) points for each year of full-time service at Schoolcraft College in addition to any preference points they may have from previous part-time employment at Schoolcraft College.
 3. In both tentatively assigning and hiring within a discipline, the designated administrator shall use one of the following processes:
 - a. Synchronous, either in person or remote.
 - b. Asynchronous, via email (faculty shall have a minimum of two (2) business days to be able to respond).
 - c. Previously approved between the Chief Academic Officer and the Faculty Forum. A list of such approved processes shall be maintained by the CAO with copy provided to the Faculty Forum President.

Any process used and/or approved shall include the following steps:

Step 1 The designated Administrator shall make known to the faculty ten (10) days prior to Step 2:

- The current preference list for the faculty in their discipline
- The list of unstaffed section in all modalities

Step 2 The designated Administrator or designee shall contact the individuals on the preference points list in order proceeding from the highest to the lowest point totals.

If two persons are both qualified under the other provisions of this Article and tied in preference points, and both wish to teach the same course, the tie shall be broken by selecting the person with the earliest date of hire; and if dates of hire are equal, by the designated Administrator flipping a coin in the presence of a witness. The results of the coin flip will be recorded with the Human Resources Department and the Faculty Forum President. These results will be used to establish seniority at any future time that the individuals find themselves with identical preference points.

Step 3 The designated Administrator or designee shall make known to the individual the courses that are unstaffed and available for selection in all modalities.

Step 4 The individual so contacted shall have the right to select courses as follows:

- Adjunct faculty may select from the unstaffed courses the one(s) which they prefer to teach and for which they have been qualified, are credentialed to teach, and if applicable have received clinical site approval.
- Probationary part-time faculty shall first select and teach their Primary Course unless a Primary Course is unavailable to select. Upon selecting one (1) Primary Course or when no Primary Courses are available, a probationary part-time faculty member may select from the unstaffed courses for which they've been

qualified, credentialed to teach, and if applicable have received clinical site approval.

- Instructors are responsible for knowing what courses they have been qualified and credentialed to teach.
- Instructors selecting classes with start dates in the Spring session and with end dates in the Summer session (e.g. 15 or 12 week long courses) will designate the classes, at the time of class selection, for inclusion in either their Spring or Summer limits (less than eleven (11) contact hours per session). When making this designation, instructors may not allocate a single class to more than one (1) session.

Step 5 Should additional courses be unstaffed, or should the individual so contacted be unable to accept a teaching assignment, the designated Administrator or designee shall proceed to the next name on the list and repeat the process until all available open classes have been assigned.

4. If a synchronous staffing method was used, and courses are still available from Step 1, part-time instructors not present at the synchronous event, will be contacted following steps 2-5.
5. If sections become available that were not included in Step 1, all eligible instructors (qualified, credentialed, site approved, and for which selection would not exceed the credit maximum) will be emailed and have two (2) business days to respond. The section will be assigned to the faculty member highest on the preference points list. This would be completed only after contacting any full-time faculty who noted on their selection sheet an interest in more classes up to the maximum contact hours.
6. If openings still exist after the exhaustion of the preference points list, or if openings exist which cannot be filled by those on the list due to inability to accept available assignments or lack of appropriate qualifications for the specific opening, then the designated administrator may complete the assignment of open classes with a qualified person(s) not on the preference points list.
7. If a previously selected class is turned back by a part-time faculty member within ten (10) business days of the start of that class, the section may be assigned at the discretion of the Administration.
8. A part-time faculty member who releases a class or classes within thirty (30) days of the start of the semester will be subject to the following steps, unless an accommodation has been approved by the Chief Human Resources Officer or designee:
 - a. First and second occurrence will result in a warning.
 - b. Subsequent occurrences will result in the faculty member being limited to select only the number of contact hours that they actually taught for the semester they returned the classes. This restriction applies to the same semester of the next calendar year. If there are no occurrences within a three (3) year period, the next occurrence shall be treated as a new first occurrence (a above).
9. Failure to teach a credit course within a three (3) calendar year period shall result in the individual's name being removed from the preference points list. If a class is cancelled by the College, it is considered taught by the individual for this particular purpose only.
10. In the event the preference points list is not adhered to as outlined in the contract and rescheduling is not possible, the following tiers of compensation will begin in order to restore all affected faculty from the missed course(s) regardless of cause.
 - a. First occurrence: The affected faculty member will receive preference points for course(s) missed, and the Forum will be notified.
 - b. Second occurrence within five (5) years of the first occurrence to the same faculty member: The affected faculty member will receive preference points for the course(s) missed plus ½ of the compensation for course(s) missed, and the Forum will be notified.
 - c. Third or more occurrence within ten (10) years of the first occurrence to the same faculty member: The affected faculty member will receive preference points for the course(s) missed plus full compensation for course(s) missed, and the Forum will be notified.

The aforementioned criteria will not be retroactively applied to the scheduling of semesters prior to the Fall 2015 term.

Section 4. Evaluation - Part-Time Faculty

Part-time faculty members shall be subject to a continuous formal evaluation.

- A. Part-time faculty members shall be evaluated by the designated administrator according to the following conditions:

1. Evaluations will occur as defined in the Schoolcraft College Faculty Evaluation Handbook and the Process Manual.
2. Upon successful completion of probation, all part-time faculty will have a checkpoint review meeting in the middle of the four year evaluation cycle (defined as two years after the last evaluation). The checkpoint review process is as follows:
 - a. One IDEA survey will be distributed to students in the semester prior to the checkpoint review meeting following the same process used in the evaluation process.
 - b. The Faculty will have sole possession of the detailed data, which includes the data cover sheet. The faculty member will provide a copy of their review process student data cover sheet to their immediate supervisor.
 - c. The IDEA results will not be tied to the evaluation score system.
 - d. The purpose of the checkpoint review meeting will be to have dialogue between the faculty member and the supervising administrator regarding student data results, professional development activities and continuous improvement objectives. The faculty will bring with them, for the purpose of review and discussions, both the IDEA student data and their proposed professional development activities for the coming semesters.
 - e. In lieu of a face-to-face meeting, exceptional circumstances (i.e. faculty member is out of state, faculty member has other full-time employment) may dictate the use of an alternative meeting format (i.e., phone or Internet meeting).
 - f. The Administration will develop a standardized form to be utilized for recording professional development plans.
- B. After the completion of the probationary period, in the event an evaluation results in overall composite rating (OCR) score of less than 3.88, deficiencies must be stated in writing along with a plan for improvement formulated by the faculty member in consultation with the assigned faculty mentor and the designated administrator. The faculty mentor is assigned by the Designated Administrator for a period of two years. The faculty mentor will be compensated at a rate of one (1) contact hour per year. Evaluations will continue every two years until the OCR score is 3.88 or greater, at which time the regular evaluation cycle resumes.

If the OCR score is less than 3.88 after mentoring occurs, faculty will be subject to formal evaluation process outlined in the Faculty Evaluation Handbook every two (2) years until such time as the OCR score rises to 3.88 or greater. Faculty mentor support will be provided for one (1) two-year period.

If evaluation results in an OCR score of 4.50 or greater, the faculty member will receive recognition from the College for their achievement.

Section 5. Class Size and Length

- A. Length of Class Session. A class session includes fifty-four (54) minutes of instruction and six (6) minutes of non-instructional time for each clock hour. Classes scheduled for more than one (1) clock hour will be scheduled to include a six (6) minute non-instructional time for every clock hour. In the last clock hour or portion of an hour, the session will be scheduled to only include the remaining required instructional minutes.
- B. Class Size. Class size will be the same as provided in Article VI, Section 12 of this Agreement.

Section 6. Office Hours

Part-time instructors shall be available for student consultations.

Section 7. Grievance Procedure

The grievance procedure as provided for in Article XI of this Agreement shall apply to part-time faculty members while they are employed at Schoolcraft College.

Section 8. Notice of Employment

A notice of employment shall be issued to all part-time faculty members within a reasonable period of time after the opening of the semester or session. Such notice shall contain the part-time faculty member's name, the assignment, the length of employment, the compensation, and any other pertinent information.

Section 9. Compensation

Part-time faculty members will be paid in equal installments over duration of the course, starting no later than the second pay after the course starts. Appendix B reflects 15-, 12-, and 7-week course pay dates. Compensation for part-time faculty will be

based on Appendix A-7.

Should a part-time faculty member be requested by an administrator and agree to perform academic duties not specified in Appendix C-1 or C-2, the work shall be compensated at the rate of one-half (1/2) the clock hour supplemental rate.

Section 10. Fringe Benefits

- A. For part-time faculty having earned twenty-five (25) preference points or more and who have taught within the prior twelve months, or part-time non-teaching faculty who have worked for one (1) year, the College shall provide an educational grant fund for the payment of one hundred percent of the tuition and non-refundable registration fee of part-time faculty, current spouses and dependent child(ren) regardless of the parent's marital status who attend classes at Schoolcraft College. "Dependent child(ren)" shall be defined as a child who would qualify for a federal tax exemption notwithstanding an employee's marital status. The College may require proof of dependent child(ren) status. The maximum benefit provided will be twelve (12) credit hours per fall and winter semester, and ten (10) credit hours per spring and summer semester. In order for the grant to be applied for credit courses, the student must meet the following criteria of Satisfactory Academic Progress as defined under Title IV: successful completion of at least sixty-seven percent of all Schoolcraft College credit hours attempted or be a first-time student at Schoolcraft College, and have a cumulative Schoolcraft College grade point average of at least 2.0.
- B. In the absence of a State directive or legislation to the contrary, the College shall continue to provide free parking space for all part-time faculty members.
- C. Part-time teaching faculty members shall be permitted to take up to two (2) paid leave days per semester, including two (2) days in the Spring session and two (2) days in the Summer session. Paid leave days are not intended for the extension of break periods, during the first and last week of the semester, or preceding/following any College designated holiday. Requests for non-emergent leave must be made with at least five (5) business days' notice to the designated administrator. The designated administrator will provide an answer within three (3) business days from the time the request was made. Approval will be granted for purposes as specified above.
- D. In the event of a death of an employee's immediate family member, two (2) working days will be granted. An immediate family member is defined as a spouse (including same sex or common law), children, parents, siblings, parents-in-law, grandparents, grandchildren, stepparents and stepchildren of the employee. Extenuating circumstances may be approved at the discretion of Human Resources.
- E. The College shall make available payroll deduction for mutually agreed to deductions to all eligible part-time faculty members.

If a faculty member lives in a municipality that charges city income tax, the college shall withhold city tax from the faculty member's pay, and transfer said tax to the municipality in a timely fashion, as required by the municipality.

- F. The College will budget the sum of forty thousand dollars (\$40,000) per year for professional development activities for part-time faculty members. References to contact hours in this section shall be at the highest supplemental rate.
 1. Each eligible probationary part-time faculty member may request up to 0.50 contact hours per year and non-probationary part-time faculty may request up to 0.70 contact hours per year for purposes of faculty professional development to include tuition, travel to professional meetings, seminars, workshops, membership, work related items for distance learning and publication subscriptions, college-sponsored professional development reimbursed at the rate of 0.025 contact hours/hour or 0.025 contact hours per 1/10 CEU or other activities mutually agreed to excluding union activities, which occur in the fiscal year beginning July 1.
 2. Upon successful completion of any credentialing or recredentialing course each eligible part-time faculty shall be compensated at the rate of 0.025 contact hours per 1/10 CEU regardless of limits in (1) above.
 3. Faculty wishing to use these funds must make a formal application to the Chief Academic Officer by June 1 for the current fiscal year's expenditures. Completed applications will be processed using the College's normal requisition procedure and supported by normally required documentation. At the end of each fiscal year a report detailing the distribution of these funds will be sent to the Faculty Forum President.
 4. Tuition – Faculty may utilize the Professional Development funds for the purpose of study provided that the following criteria are met:
 - a. Class(es) are not available at Schoolcraft College.
 - b. The classes are taken at an accredited institution.
 - c. The employee receives a grade of "C" (2.0) or better or, when applicable, a satisfactory completion of the

course.

5. If less than twenty thousand dollars (\$20,000) has been used, receipts submitted in excess of 0.50 contact hours for eligible part-time faculty or 0.70 contact hours for part-time faculty with one hundred fifty (150) preference points will be evaluated at the end of the fiscal year and any excess expenditures up to the first twenty thousand dollars (\$20,000) will be distributed.

- G. The College will provide free membership in the Fitness Center for all faculty members during any semester in which they are teaching.

Section 11. Instructor Absences

At no time will a part-time instructor cancel a class session. At no time will a part-time clinical nursing instructor cancel a clinical session. The responsibility for the cancellation of class sessions or clinical sessions rests only with the designated administrator.

- A. Part-time instructors must contact the designated administrator when an emergency or illness may necessitate the cancellation of a class session. Part-time clinical nursing instructors must contact the designated administrator when an emergency or illness necessitates the cancellation of a clinical session. When a class or clinical session is canceled without prior contact with the designated administrator, pay for the canceled session will be deducted.
- B. Except for adjunct faculty absence due to the use of a leave day, whenever possible, arrangements will be made with the designated administrator to make up any time and/or course work lost. In the event such arrangements are not possible a part-time faculty member who is absent shall have their compensation reduced by an amount equal to the total hours absent times the current substitute pay rate. In the event of a part-time faculty absence, all arrangements for the use of substitutes must be approved by and processed through the designated administrator. Faculty substitutes have the option of receiving substitute pay at the current substitute rate or agreeing to substitute as a professional courtesy. Once a faculty member commits to substituting as a professional courtesy, the College shall not provide reimbursement. Where a faculty member is utilizing leave and/or sick days, the use of a substitute will not result in the reduction of pay for the faculty member.
- C. Any part-time faculty member who is called for and reports for jury duty shall continue to receive their full wages for the duration of the jury duty. In order to receive payment under this section, the faculty member must give the designated administrator prior notice that they have been summoned for jury duty and must furnish satisfactory evidence that jury duty was performed on the days for which they claim payment. The provisions of this section are not applicable to any faculty member who, without being summoned, volunteers for jury duty.

Section 12. Dues/Service Fee

- A. Each and every individual employed as a part-time member of the bargaining unit may join the Forum and pay its dues, fees, and assessments. All resignations of MEA and Forum membership must be submitted in writing, signed and dated by the member, and mailed to MEA at P.O. Box 51, East Lansing, MI 48826. A copy of the letter will also be sent to the Schoolcraft Faculty Forum membership chair and to the College's Human Resources office. Completed resignation requests will go into effect on the date indicated on the notice.
- B. Payment of dues/service fees will be processed in accordance with the faculty member's continuing membership application selection. The College will honor the request of any member to have dues paid through payroll deductions.
- C. In order to change payment options of check or payroll deduction, the member must provide a statement in writing.
- D. The College agrees to promptly remit all monies so deducted according to written directions of the Forum and to accompany such monies with a list of faculty members and amounts from whom deductions have been made.
- E. The Forum will protect and save harmless the College from any and all claims, demands, suits, and other forms of liability, including attorneys' fees incurred in connection therewith, by reason of action taken, or not taken by the College for the purpose of complying with this Article, subject, however, to the following conditions:
 1. The damages have not resulted from the negligence, misfeasance, or malfeasance of the College or its agents.
 2. The Forum, after consultation with the Administration, has the right to decide whether to defend any said action or whether or not to appeal the decision of any court or other tribunal regarding the validity of the section or the defense which may be assessed against the College by any court or tribunal.
 3. The Forum has the right to choose the legal counsel to defend any said suit or action.
 4. The Forum shall have the right to compromise or settle any claim made against the College under this section.

Section 13. Curriculum Development

If it is determined by a department's Annual Department Plan and the designated administrator, that a new course needs to be created by a part-time faculty member, that faculty member will be compensated at a rate of one (1) contact hour per course developed. The amount will be paid in two equal installments: one-half (1/2) contact hour upon departmental approval of the Curriculum Committee submission and one-half (1/2) contact hour upon approval submitted materials by the Curriculum Committee.

ARTICLE XVIINON-INSTRUCTIONAL POSITIONS

The following applies to all non-instructional faculty excluding full-time librarians and full-time counselors. If language in this article contradicts the language of another article, then the language in this article shall take precedence.

Section 1. Non-Instructional Faculty Working Conditions

The following applies to all non-instructional faculty.

- A. Regular work hours for full-time and part-time non-instructional faculty shall be between the hours of 7:00am and 7:00pm, Monday through Friday, and occasionally on Saturdays.
- B. Set work schedules shall remain fixed based on the agreed upon work schedule by the non-instructional faculty and the designated administrator. This schedule may be modified by mutual agreement. Changes to schedules are prompted by demonstrated student need and demand or operational schedule changes at the college, and shall be offered in order of seniority.
- C. The faculty member shall be subject to a continuous formal evaluation. In the absence of a specific evaluation process, the current evaluation system for classified employees shall be maintained with the understanding that the evaluation shall be non-punitive.
- D. Approved professional development may be completed during their regularly scheduled workweek.
- E. Overtime shall not be mandatory.
- F. Seniority will be based on the date of hire for employees. For employees hired on the same date, numbers will be drawn to determine order of seniority. Layoffs will be subject to reverse seniority order. When layoffs are deemed necessary due to insufficient student enrollment or elimination of the department, the College and the Forum will meet to consider possible restaffing proposals within the unit.
- G. The College will provide free membership to the Fitness Center for all faculty members.
- H. Pay for the 10 named College holidays (New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day) provided they fall within the employee's regular work schedule. In addition, if determined by the Board of Trustees, 3 additional special holidays may be granted between Christmas and New Year's Eve. Employees required to work on a named holiday, shall receive, in addition to scheduled holiday pay, straight time for each hour worked and additional vacation time for each hour worked. If required to work a special holiday that falls within the employee's regular work schedule, employees receive, in addition to scheduled holiday pay, additional vacation time for each hour worked.
- I. Where it becomes necessary for the President or his/her designee to close the College due to an emergency, employees not required to work shall be compensated at their regular rate for those hours they were scheduled to work but did not work. Employees required to work shall receive, in addition to the compensation just described straight time rate of pay for each hour worked.

Section 2. Individual Position Working Conditions

- A. Part-Time Librarian
 - 1. Preference points are accrued at the rate of 30 points earned per year.
 - 2. The Part-Time Librarian will be paid according to the appropriate appendix in Appendices A.
- B. Full-time Student Support Specialist
 - 1. The Full-Time Student Support Specialist will be paid according to the appropriate appendix in Appendices A.

C. Part-Time Student Support Specialist

1. The Part-Time Student Support Specialist will be paid according to the appropriate appendix in Appendices A.

D. Part-Time Disability Services Support Advocate

1. The Part-Time Disability Services Support Advocate will be paid according to the appropriate appendix in Appendices A.

E. Full-Time Disability Services Support Advocate

1. The Full-Time Disability Services Support Advocate will be paid according to the appropriate appendix in Appendices A.

F. Full-Time Advisor

1. At least one and one half (1.5) hours per day shall be allotted for administrative tasks including, but not limited to: preparation time, education planning time, departmental correspondence in assigned programs.
2. Advisors are permitted one and one half (1.5) hours per month for department meetings at a date and time agreed to by the designated administrator.
3. Length of appointment with students shall be set by the designated administrator in consultation with the Faculty Representative.
4. The employee may attend Fall or Winter Welcome Back opening session, based on the Annual Department Plan.
5. Elected Senators and the Faculty Representative shall have the right to attend regularly scheduled Faculty Forum Senate meetings and general assembly meetings. If the faculty member is attending during regular working hours, they will have to reschedule the time at the beginning or end of the day during the week of the scheduled Senate meeting. The rescheduled time shall be used to complete administrative tasks.
6. Advisors will be paid according to the appropriate appendix in Appendices A.

G. Part-Time Advisor

1. The equivalent of at least one and one half (1.5) hours per eight (8) hour workday shall be allotted for administrative tasks including, but not limited to: preparation time, education planning time, departmental correspondence in assigned programs.
2. Length of appointment times with students shall be set by the designated administrator in consultation with the Faculty Representative.
3. Advisors will be paid according to the appropriate appendix in Appendices A.

H. On-Call Advisors

This section pertains to the use of On-Call Advisors as defined in Article I Section 3

1. On-Call Advisors may be used when the need arises and when the following conditions are met.
 - a. There is a need to cover extra hours due to a temporary student need
 - b. No Full-Time or Part-Time advisors are able or willing to cover those hours
2. The department administrator will conduct a bi-annual review of workforce needs and shall share a copy of the review with the Faculty Forum President.

Section 3. Fringe Benefits – Full-TimeA. Vacation

Upon initial employment, the employee shall be credited one hundred twenty eight (128) hours of paid vacation prorated to July 1. For successive full fiscal years of employment, employees shall receive one hundred twenty-eight (128) hours, then one hundred forty-four (144) hours, then one hundred sixty (160) hours, then one hundred seventy-six (176) hours, and then one hundred eighty four (184) hours of paid vacation every July 1. Vacation shall be prorated from July 1, based on hiring or termination. The College reserves the right to collect overpayments of vacation. Vacation time must be used by the last working day of December in the following fiscal year. Vacation time shall be limited during the months of August, December, January, as well as the two-week period prior to any registration period to guarantee these operations continue during this period to the satisfaction of the designated administrator.

B. Personal Business

Upon initial employment, the employee shall be credited thirty-two (32) hours, prorated to July 1, for personal business. Annually, thereafter on July 1, thirty-two (32) hours will be credited.

Section 4. Fringe Benefits – Part-Time

A. Sick Leave

Upon initial employment, the employee shall be credited a prorated amount of ninety-six (96) hours of sick leave prorated to July 1. Annually thereafter, on July 1, employees shall receive a prorated amount of ninety-six (96) hours of paid sick leave. Maximum total accumulation shall not exceed a prorated amount of 960 hours. Proration is based upon the number of hours an employee is hired to work per week. The College reserves the right to collect overpayments of sick leave.

B. Vacation

Upon initial employment, the employee shall be credited a prorated amount of one hundred twenty (120) hours of paid vacation prorated to July 1. For successive full fiscal years of employment, the employee shall receive a prorated amount of one hundred twenty (120) hours, then one hundred forty-four (144) hours, then one hundred and sixty (160) hours, then one hundred seventy-six (176) hours, and then one hundred eighty-four (184) hours of paid vacation every July 1. Proration is based upon the number of hours and weeks an employee is scheduled to work in a fiscal year and/or the date of hire or termination. The College reserves the right to collect overpayments of vacation. Vacation time must be used by the last working day of December in the following fiscal year. Excluding Part-Time Librarians, vacation time shall be limited during the months of August, December, January, as well as the two-week period prior to any registration period to guarantee these operations continue during this period to the satisfaction of the designated administrator.

C. Personal Business

Upon initial employment, the employee shall be credited a proration of thirty-two (32) hours, prorated to July 1, for personal business. Annually thereafter on July 1, a prorated amount of thirty-two (32) hours will be credited.

D. Bereavement

In case of bereavement, the number of days granted will be those deemed necessary by the designated administrator. Leaves granted shall not be deducted from the accumulated sick leave.

E. Mileage Reimbursement

For travel on official College business.

F. Vacancies

When a vacancy for a position has been posted, the selection committee shall include the faculty representative or designee.

ARTICLE XVIII

PROPRIETARY RIGHTS STATEMENT OF PURPOSE

The spirit of this article shall be to encourage innovative, tangible productivity. Implicit, also, shall be the notion that the College “profits” from the academic prestige of its faculty and staff, and that such prestige is most generally derived from publications, patents, grants and similar public evidence of expertise. The College’s primary thrust is that of teaching. The encouragement of activities specifically designed to improve the effectiveness and efficiency of teaching is in the best interest of the College and consistent with its mission.

Section 1. Areas of Proprietary Interest

- A. Any copyrightable material, process, or product except books and articles.
- B. Any patentable material, process, or product.

Section 2. Circumstances Under Which the College Would Not Claim Proprietary Interest:

- A. If a faculty member has produced anything in the Area of Proprietary Interest on their own time, not involving College money, equipment, materials, personnel, or time (for which said person was paid to perform contracted duties), the College shall have no right to such material, processes, products, or techniques as specified in the Area of Proprietary Interest. This section shall include materials developed on Sabbatical Leave.
- B. The College would take no proprietary interest in an approved project as long as the total compensation to the faculty member was less than or equal to a four (4) contact hour supplemental payment; or if the faculty member received no compensation and direct or indirect cost to the College was no more than a four (4) contact hour supplemental payment. Under this circumstance, the College would retain the right to internally use that which was developed, without payment to the faculty member and/or copyright/patent holder. The faculty member would be free, at their expense, to seek a copyright or patent and/or to market that which was developed.

Section 3. Circumstances Under Which the College May Claim Proprietary Interest:

- A. A faculty member may be contracted specifically to produce materials, processes or products which could be in the areas of Proprietary Interest. The College will retain all proprietary rights.
- B. If a faculty member was employed temporarily or full-time, with primary duties specified as other than the “project” but received additional compensation in excess of a four (4) contact hour supplemental payment; or received support (copying, video-taping, graphics, typing, etc.) valued at more than a four (4) contact hour supplemental payment then the College, at its sole discretion would claim proprietary interest to the extent of recovery of all substantiated costs to the College associated with the project in question. Under this circumstance, the College would retain the right to internally use that which was developed, without payment to the faculty member and/or copyright/patent holder. The faculty member would be free, at their expense, to seek a copyright or patent and/or to market that which was developed.

Section 4. General Provisions.

- A. The College’s name, logo, and seal may not be used without its written permission.
- B. The person(s) producing the product shall be acknowledged as the author(s) and all appropriate credits shall be given to all primary and support personnel. The author(s) shall identify themselves as faculty members of Schoolcraft College if the College elects to be identified with the project.
 - 1. If a project is supported in whole or in part by a grant from an external agency, the conditions of the grant will prevail. If no conditions are specified, the appropriate sections of this article will apply.
 - 2. In all cases, it shall be the obligation of the author(s) when entering into any other agreements, to make known the provisions of this policy and preserve the right and provisions of this article in any other agreements.
- C. The internal use of developed material shall be without charge to the College and shall be housed and used as other materials. The College may distribute such materials to other institutions for the purpose of demonstration and review. External distribution by the College for any other reason shall be only with the written consent of the author(s) and the College. The author(s) may use such materials for professional activities such as workshops, etc. In cases where the College has gained proprietary rights, these should be preserved by the author(s). The author(s) retain the right to review recorded material in order to update or otherwise improve its quality or accuracy. If significant costs are associated with such changes, a separate agreement may be negotiated or, at the discretion of the College, the material may be removed

from circulation.

- D. The College realizes that a routine project (where a faculty member may have received support of compensable value) may “evolve” into something of proprietary interest. It shall be the obligation of the faculty member to inform the designated administrator as soon as possible. Negotiations, regarding applicable provisions of this article (or other aspect of the Forum contract), shall then be applied.

The Faculty Forum will be informed of any “extra contractual” agreements between the College and a member of the bargaining unit.

ARTICLE XIX

DISTANCE LEARNING

Section 1. Ready to Teach Course

A Ready to Teach (RTT) course is a master course which contains all instructional and supplemental information necessary for a qualified and credentialed faculty member to teach the course. When available, faculty will utilize the RTT that is built into the Learning Management System (LMS). It will be designed to be flexible and customizable by qualified and credentialed teaching faculty members.

Schoolcraft College supports the development of an RTT course by providing a team which includes at least one faculty member and support from an Instructional Designer and a Course Manager. A developed RTT course will, at a minimum, meet all requirements of the common course syllabus. It will include all content modules in the completed course template, tests and quizzes, answer keys, project/paper/assignment details and rubrics, teaching suggestions (if applicable) and section level syllabus.

The online component of a distance learning course can only be taught if an RTT exists. The synchronous component of a distance learning course (DL) must use the RTT, if one exists, with necessary modifications. If an RTT does not exist, a synchronous component must use a synchronous course template. The decision not to use an established template or RTT is at the discretion of the Distance Learning Administrator or their designee.

The RTT course, when delivered, may be altered by the teaching instructor as long as the common course syllabus is satisfied, department policies are followed and faculty maintains accessibility and alignment for course competencies and assessments. Additionally, opportunities must exist for regular and substantive interactions with students on a predictable and scheduled basis commensurate with length of time and the amount of course content.

A. Course Development Responsibilities

The faculty completing a new development, major revision, strategy revision, or Third-party RTT, is/are expected to provide the subject matter and instructional expertise to the team and meet development responsibilities and timelines. The faculty member(s) will have the first right of refusal to teach up to all offered sections of the course (within the contractual limits and regardless of rotational policy or preference points) for the first semester the course is offered. During each of the second, third, and fourth instructional years after the course is launched the faculty member shall have the first right of refusal for one section per instructional year.

For five (5) years from the launch semester, the faculty member(s) is/are responsible for making minor revisions to the course in collaboration with Distance Learning (DL) to ensure its effectiveness. This will be done through the required completion of an update log designed for tracking minor revisions. The log will be completed up to three

(3) times per year and the SME will be required to collect and consider feedback from multiple sources including but not limited to the academic department and instructors of the course. Failure to submit the log or making an incomplete submission shall result in forfeiture of the first right of refusal for the following instructional year; however, the course maintenance is still expected. Subsequently, if an SME does not submit the log as requested during the five (5) years, they will forfeit the opportunity to develop future RTT's and shall not participate in future online course approval processes. If these consequences are imposed no further discipline will be imposed. If necessary, the College shall have the right to reassign the maintenance responsibilities to another faculty member.

Failure to meet development, maintenance responsibilities, or timelines may result in the modification or termination of the development responsibilities agreement.

In the event that development or maintenance responsibilities are reassigned to another faculty member, that faculty member will also be given the first right of refusal to teach the course as outlined above. The reassignment is determined

by the DL Administrator or their designee, in consultation with the Faculty Representative or Department Chairperson, and requires the consent of the faculty member. Reassignment shall be documented using a form approved by the Chief Academic Officer and the Faculty Forum President which states the responsibilities, rights, and possible compensation.

B. Course Development Rate

Upon departmental approval of the new development, major revision, or strategy revision; fifty percent of the payment will be made. The remaining fifty percent of payment is made when the course is approved by the Online Instruction Committee (OIC) and all pending changes are made.

1. New Development and Major Revisions on Non-Third-Party Courses

In the case where an RTT course is developed by a single Subject Matter Expert (SME) then a total rate of the course credit hours plus two (2) contact hours at the highest supplemental rate will be paid to the faculty member. In the case where an RTT course is developed by multiple SME's then a total rate of the course credit hours plus three (3) contact hours at the highest supplemental rate will be paid to the team of faculty members. Prior to the kickoff meeting, the team of SME's developing the course must submit to the Course Manager an agreement which includes at least their division of:

- Labor
- Compensation
- Teaching rights
- Maintenance responsibilities

2. Strategy Revision

The rate for a Strategy Revision of an RTT shall be half the rate that would be given for a Major Revision of the same RTT.

3. Third-Party RTTs

The rate of developing a Third-Party RTT shall be half the rate that would be given for the development of a non-Third-Party RTT.

C. Third-Party Courses

It is not the intention that the parties purchase/lease third party online courses and offer them for credit. In the event a party is considering a third-party online course, a clear need for adopting the content will be established. This need will be communicated to the designated administrator and discipline as well as the last date the purchased/leased course will be offered. If a third-party course is adopted for use, the review and approval process and the delivery will be the same as for an RTT course.

D. Third-Party Courseware

An RTT includes the original creation of instructional strategies and assessments; curation of materials is drawing from multiple resources. Effective January 1, 2025, the course is considered a third-party RTT when a discipline selects to use material created by a single third-party resource which would include both of the following:

- Seventy-five percent of the assessments used for the Determination of Final Grade assessments are curated from a single third-party resource and are largely unchanged. The seventy-five percent is determined by either the number of points used or the number of assessments used.
- Fifty percent of the total video runtime, practice activities, and slides are from the single third-party resource and are largely unchanged.

E. Intellectual Property Rights

For four (4) years from the date of first offering, developing faculty members have the right to use copyrightable content developed under this agreement, excluding external copyrighted materials, for any purpose except teaching at another college or university.

Beginning four (4) years after the date of first offering, the creating faculty members may utilize their original course content in its original form for any purpose.

Schoolcraft College and its faculty can utilize the course and content indefinitely. The course can be made available to any credentialed faculty member following the contractual procedures.

Section 2. Collaboration with Academic Departments and Disciplines

The Distance Learning department collaborates with the instructional administrators and faculty to determine demand for developing distance learning courses. Once courses have been selected for distance learning development, the appropriate Department Chairperson, Faculty Representative, or designee are notified.

To ensure that the department and discipline faculty have input into the course development process, the following will occur:

- The designated administrator and the Department Chairperson, Faculty Representative, or designee will be notified when the course is complete and ready to be submitted to the OIC.
- Faculty members serving on RTT development teams will be expected to communicate with discipline faculty on an ongoing basis during the course development process to ensure that the course is being designed in compliance with all departmental requirements and the common syllabus.

Section 3. Credentialing & Training Process

A. To Teach a Distance Learning Course

Faculty members who wish to teach a Distance Learning course must be credentialed. Credentialing occurs by verification from the DL Administrator or designee of successful completion of substantive external training course equivalent to the current Distance Learning and Teaching course, successfully passing a standardized assessment or successfully completing the following courses:

- Learning Management System Training (LMST)
- Distance Learning and Teaching (DLT)

A new faculty member who receives approval for an external training course equivalent to the current DLT course must complete LMST, or successfully pass a standardized assessment.

If there is a need for a new faculty member to teach in Distance Learning while completing the Distance Learning and Teaching course in the first semester of hire, approval is required by the DL Administer or designee.

If a DL credentialed faculty member has not taught in a distance learning modality for six (6) years at Schoolcraft College, they are required to complete the current Learning Management System Training.

B. To Develop a Distance Learning Course

Faculty members who wish to develop a Distance Learning course must be credentialed to teach a Distance Learning course and be credentialed to develop a Distance Learning Course. Credentialing to develop a Distance learning course occurs by successfully passing a standardized internal assessment or by successfully completing the following course:

- Distance Learning Course Design and Development

A faculty member who has not developed an RTT within six (6) years of their initial credentialing to develop a Distance Learning course are no longer considered credentialed to develop an RTT.

C. Distance Learning Ongoing Training

Training will be made available to all faculty as new technology and new Distance Learning instructional methods become available. If a new Learning Management System (LMS) is adopted, training on the use of this new technology will be made available to all faculty members. The adoption of a new LMS does not change the credentialed status of a faculty member.

Section 4. Course Revisions

Once an RTT course is developed and delivered, revisions may be necessary. Revisions can fall into four categories: major, strategy, minor, and decommission. Minor course revisions are the semester-to-semester responsibility of the developer(s) after the course is approved by the OIC. Within five (5) years after an RTT has been approved by the OIC the course will be reviewed to determine if a revision is necessary. The necessity of a revision will be made by the Distance Learning Department. The determination as to the type of revision will be made in consultation with the discipline faculty and Department Chairperson/Faculty Representative.

A. Major Revision

A major revision consists of changes made to the integral course content and instructional strategies in an existing online

RTT course. Changes that go beyond the scope of a strategy revision will be considered a major revision. Major revisions require the assistance of the Instructional Designer and Course Manager.

B. Strategy Revision

A strategy revision includes changes made to the course that are related to instructional strategies throughout the course; it involves very limited or no discipline content changes in the learning activities. Strategy revisions require the assistance of an Instructional Designer and Course Manager and in collaboration with a subject matter expert.

C. Minor Revision

A minor course revision may include content changes related to broken links (and their subsequent impact), publisher resources changes, accessibility improvements, clarifications and technical updates to assessments, learning activities, or practice. Changes to the course are to be carried out by the developing faculty on an “as needed” basis with the assistance of a Course Manager. These changes are to be reported back to the Distance Learning Department if the course is an RTT course.

D. Decommission

An RTT will be decommissioned and thus no longer available for use if the Distance Learning Department determines the RTT version of the course is no longer appropriate for offering.

Section 5. Independent RTT Development (IRD)

An Independent RTT Development (IRD) is a process to develop an RTT with minimal support from the Distance Learning Department. An IRD cannot be initiated for a course in which an RTT already exists, or is in development.

A faculty member may only perform an IRD if they are credentialed to develop an RTT.

A department wishing to initiate an Independent RTT Development should contact Distance Learning. The decision to start the development will be determined by the Administrator of Distance Learning or their designee. This decision can be appealed to the Chief Academic Officer.

A. Developer Responsibilities

The IRD developing instructor will be expected to develop all materials in the current Distance Learning template, assure alignment to the common course syllabus, uphold accessibility standards, and meet all of the prescribed OIC guidelines.

B. Support

Distance Learning will provide access to the Distance Learning Online Faculty resources and the most recent OIC guidelines for course approval. Distance Learning will build the course in the Learning Management System and any necessary learning objects.

C. Approval Process

Upon completion, the course document will be approved by the department and then preliminarily reviewed by two members of the OIC (one faculty member and one administrator/staff member) before the course is built in the LMS by Distance Learning. Once the course is built, it will have a final review by the original reviewers and approval by the committee. Once the course is approved, it is a Ready To Teach (RTT) course and subject to applicable processes and procedures.

D. Course Development Rate

A faculty member who completes an Independent RTT Development will be paid for the development of the course pending final OIC approval.

Section 6. Distance Learning Mentoring

Mentoring is available per faculty request subject to approval by the DL Administrator or their designee. Additionally, a mentor may be required by the designated administrator or their designee for first time DL instructors, as part of the evaluation process, or as part of the coaching process. The mentoring plan is designed by the Distance Learning department and approved by the Online Instruction Committee.

Mentoring will be compensated with a per-semester payment at the supplemental rate of one-half (½) contact hour for each faculty member being mentored.

ARTICLE XXNONDISCRIMINATION - FULL AND PART-TIME FACULTYSection 1. Discrimination

The College will not discriminate against any faculty member with respect to wages, hours, terms or conditions of employment by reason of their membership in or participation in the activities of the Union.

Section 2. Exercise of Duties and Responsibilities

In the exercise of their duties and responsibilities neither the College, the Faculty Forum, nor the faculty shall discriminate on the basis of race, creed, religion, age, sex, marital status, political beliefs, sexual orientation, disability, height, weight, arrest record, genetic information and/or national origin.

ARTICLE XXICONFORMITY TO LAW

This Agreement is subject in all respects to the laws of the State of Michigan. In the event that any provision of this Agreement shall at any time be held contrary to law by a court of competent jurisdiction, such provision shall be void and inoperative. All other provisions of this Agreement shall continue in effect.

ARTICLE XXIIWHOLE CONTRACT

This contract constitutes the entire Agreement between the parties but it may be amended in writing by mutual agreement of the parties. Such amendment must be ratified by the Senate acting for the Forum and a designated representative of the Board. The proposed amendment shall become part of this document when the parties have exchanged written notification of their formal action.

ARTICLE XXIIITERMINATION OF AGREEMENT

This Agreement shall remain in full force and effect through the 19th of August 2027, and thereafter for successive periods of one (1) year unless either party shall, on or before the sixtieth (60th) day prior to expiration, serve a written notice on the other party of a desire to terminate, modify or change this Agreement. Such notice shall be sent by mail and email to the other party.

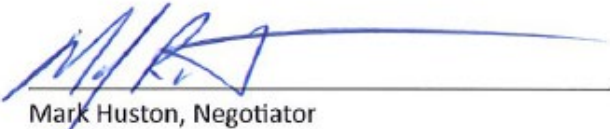
IN WITNESS WHEREOF, the parties hereto have set their signatures on the day and year first written above.

SCHOOLCRAFT COLLEGE FACULTY FORUMBOARD OF TRUSTEES OF SCHOOLCRAFT COLLEGE DISTRICT

Jerome Lavis, Chief Negotiator



Brad Stetson, Negotiator



Mark Huston, Negotiator



Deborah Burke, Negotiator



Kaitlin (KD) Williams, Negotiator



Carol M. Strom, Chairperson



Glenn Cerny, President



Amy Berendt, Chief Negotiator



Stacy Whiddon, Negotiator



Laurie Kattuah-Snyder, Negotiator



Patrick Sturdy, Negotiator



Charlie Stein, Negotiator

APPENDIX A

FACULTY SALARY TRACK AND STEP SCHEDULE

A. 1.0 Salary Schedule

The Instructional College Year is comprised of thirty-seven (37) weeks with approximately thirty-one (31) weeks of duties for instructional faculty and approximately one hundred sixty-five (165) days for non-instructional faculty.

B. 1.25 Salary Schedule

The factor of 1.25 is utilized to determine the salary for Librarians, Counselors, and Coordinator/Instructors with approximately forty-six (46) weeks of assigned duties in a fifty-two (52) week period.

C. In accordance with Article XIII, Section 2, initial placement on the salary schedule will be based upon experience at the time of hire and is equated to the numerical value of the step number (ten (10) years prior experience may equate to placement on Step #10). Reference Article XIII, Section 2.

Faculty who have been on a step for the equivalent of one full academic year progress one step until reaching step 14.

D. For the 2024-2025 year the non-instructional faculty without a tier will be assigned a tier and a step based on years of experience and placed appropriately within the scales of Appendices A-4, A-5, and A-6 respectively. Each of the positions shown on Appendices A-4, A-5, and A-6 shall be considered as non-exempt allowing them the opportunity to earn overtime compensation.

Non-instructional faculty who have been on a step for the equivalent of one (1) full year and have a successful evaluation progress one step until reaching step 10.

There are four (4) tiers of non-instructional hourly faculty. The tier placement depends on the non-instructional faculty's current step.

1. Tier I – Step 1 through 3
2. Tier II – Step 4 through 6
3. Tier III – Step 7 through 9
4. Tier IV – Step 10+

APPENDIX A-1

FULL-TIME FACULTY SALARY SCHEDULE 2024-2025

Full-Time Faculty Salary Schedule 2024-2025									
Step	Bachelor's Degree		Master's Degree		Master's Degree Plus 30 Hours		Doctorate		
	1	1.25	1	1.25	1	1.25	1	1.25	Step
1	\$ 52,805	\$ 66,000	\$ 58,034	\$ 72,541	\$ 60,931	\$ 76,164	\$ 63,838	\$ 79,798	1
2	\$ 56,284	\$ 70,351	\$ 62,095	\$ 77,620	\$ 64,998	\$ 81,248	\$ 67,898	\$ 84,869	2
3	\$ 59,774	\$ 74,720	\$ 66,159	\$ 82,697	\$ 69,059	\$ 86,323	\$ 71,966	\$ 89,952	3
4	\$ 63,253	\$ 79,062	\$ 70,231	\$ 87,785	\$ 73,121	\$ 91,401	\$ 76,023	\$ 95,025	4
5	\$ 66,737	\$ 83,424	\$ 74,294	\$ 92,868	\$ 77,191	\$ 96,494	\$ 80,094	\$ 100,113	5
6	\$ 70,062	\$ 87,580	\$ 78,344	\$ 97,938	\$ 81,256	\$ 101,572	\$ 84,152	\$ 105,194	6
7	\$ 73,705	\$ 92,130	\$ 82,414	\$ 103,017	\$ 85,317	\$ 106,646	\$ 88,214	\$ 110,266	7
8	\$ 77,191	\$ 96,494	\$ 86,476	\$ 108,101	\$ 89,377	\$ 111,725	\$ 92,282	\$ 115,350	8
9	\$ 80,679	\$ 100,850	\$ 90,540	\$ 113,176	\$ 93,448	\$ 116,810	\$ 96,351	\$ 120,437	9
10	\$ 85,745	\$ 107,182	\$ 94,606	\$ 118,255	\$ 97,510	\$ 121,890	\$ 100,433	\$ 125,546	10
11	\$ 89,073	\$ 111,340	\$ 100,554	\$ 125,687	\$ 103,643	\$ 129,554	\$ 106,723	\$ 133,404	11
12	\$ 92,322	\$ 115,397	\$ 104,452	\$ 130,565	\$ 107,673	\$ 134,582	\$ 110,865	\$ 138,585	12
13	\$ 95,682	\$ 119,596	\$ 108,257	\$ 135,328	\$ 111,595	\$ 139,490	\$ 114,904	\$ 143,628	13
14	\$ 99,250	\$ 124,056	\$ 112,294	\$ 140,373	\$ 115,756	\$ 144,693	\$ 119,189	\$ 148,985	14

APPENDIX A-2

FULL-TIME FACULTY SALARY SCHEDULE 2025-2026

Full-Time Faculty Salary Schedule 2025-2026												
Step	Bachelor's Degree			Master's Degree			Master's Degree Plus 30 Hours			Doctorate		
	1	1.25		1	1.25		1	1.25		1	1.25	Step
1	\$ 55,445	\$ 69,300		\$ 60,936	\$ 76,168		\$ 63,978	\$ 79,972		\$ 67,030	\$ 83,788	1
2	\$ 59,098	\$ 73,869		\$ 65,200	\$ 81,501		\$ 68,248	\$ 85,310		\$ 71,293	\$ 89,112	2
3	\$ 62,763	\$ 78,456		\$ 69,467	\$ 86,832		\$ 72,512	\$ 90,639		\$ 75,564	\$ 94,450	3
4	\$ 66,416	\$ 83,015		\$ 73,743	\$ 92,174		\$ 76,777	\$ 95,971		\$ 79,824	\$ 99,776	4
5	\$ 70,074	\$ 87,595		\$ 78,009	\$ 97,511		\$ 81,051	\$ 101,319		\$ 84,099	\$ 105,119	5
6	\$ 73,565	\$ 91,959		\$ 82,261	\$ 102,835		\$ 85,319	\$ 106,651		\$ 88,360	\$ 110,454	6
7	\$ 77,390	\$ 96,737		\$ 86,535	\$ 108,168		\$ 89,583	\$ 111,978		\$ 92,625	\$ 115,779	7
8	\$ 81,051	\$ 101,319		\$ 90,800	\$ 113,506		\$ 93,846	\$ 117,311		\$ 96,896	\$ 121,118	8
9	\$ 84,713	\$ 105,893		\$ 95,067	\$ 118,835		\$ 98,120	\$ 122,651		\$ 101,169	\$ 126,459	9
10	\$ 90,032	\$ 112,541		\$ 99,336	\$ 124,168		\$ 102,386	\$ 127,985		\$ 105,455	\$ 131,823	10
11	\$ 93,527	\$ 116,907		\$ 105,582	\$ 131,971		\$ 108,825	\$ 136,032		\$ 112,059	\$ 140,074	11
12	\$ 96,938	\$ 121,167		\$ 109,675	\$ 137,093		\$ 113,057	\$ 141,311		\$ 116,408	\$ 145,514	12
13	\$ 100,466	\$ 125,576		\$ 113,670	\$ 142,094		\$ 117,175	\$ 146,465		\$ 120,649	\$ 150,809	13
14	\$ 104,213	\$ 130,259		\$ 117,909	\$ 147,392		\$ 121,544	\$ 151,928		\$ 125,148	\$ 156,434	14

APPENDIX A-3

FULL-TIME FACULTY SALARY SCHEDULE 2026-2027

Full-Time Faculty Salary Schedule 2026-2027												
Step	Bachelor's Degree		Master's Degree		Master's Degree Plus 30 Hours			Doctorate				Step
	1	1.25	1	1.25	1	1.25	1	1	1.25	1	1.25	
1	\$ 57,108	\$ 71,379	\$ 62,764	\$ 78,453	\$ 65,897	\$ 82,371	\$ 69,041	\$ 86,302	\$ 73,432	\$ 91,785	\$ 102,769	1
2	\$ 60,871	\$ 76,085	\$ 67,156	\$ 83,946	\$ 70,295	\$ 87,869	\$ 77,831	\$ 97,284	\$ 82,219	\$ 108,273	\$ 113,768	2
3	\$ 64,646	\$ 80,810	\$ 71,551	\$ 89,437	\$ 74,687	\$ 93,358	\$ 86,622	\$ 108,273	\$ 95,404	\$ 119,252	\$ 124,752	3
4	\$ 68,408	\$ 85,505	\$ 75,955	\$ 94,939	\$ 79,080	\$ 98,850	\$ 91,011	\$ 113,768	\$ 104,359	\$ 126,331	\$ 130,253	4
5	\$ 72,176	\$ 90,223	\$ 80,349	\$ 100,436	\$ 83,483	\$ 104,359	\$ 95,404	\$ 119,252	\$ 115,337	\$ 140,113	\$ 144,276	5
6	\$ 75,772	\$ 94,718	\$ 84,729	\$ 105,920	\$ 87,879	\$ 109,851	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	6
7	\$ 79,712	\$ 99,639	\$ 89,131	\$ 111,413	\$ 92,270	\$ 115,337	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	7
8	\$ 83,483	\$ 104,359	\$ 93,524	\$ 116,911	\$ 96,661	\$ 120,830	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	8
9	\$ 87,254	\$ 109,070	\$ 97,919	\$ 122,400	\$ 101,064	\$ 126,331	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	9
10	\$ 92,733	\$ 115,917	\$ 102,316	\$ 127,893	\$ 105,458	\$ 131,825	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	10
11	\$ 96,333	\$ 120,414	\$ 108,749	\$ 135,930	\$ 112,090	\$ 140,113	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	11
12	\$ 99,846	\$ 124,802	\$ 112,965	\$ 141,206	\$ 116,449	\$ 145,550	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	12
13	\$ 103,480	\$ 129,343	\$ 117,080	\$ 146,357	\$ 120,690	\$ 150,859	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	13
14	\$ 107,339	\$ 134,167	\$ 121,446	\$ 151,814	\$ 125,190	\$ 156,486	\$ 104,359	\$ 126,331	\$ 131,825	\$ 156,486	\$ 161,127	14

APPENDIX A-4NON-INSTRUCTIONAL FACULTY COMPENSATION SCHEDULE 2024-2025

Degree:	Advisor		International Advisor		Transfer Advisor		Part-Time Librarian	Student Support Specialist & DSS Advocate	
	Bachelors	Advanced	Bachelors	Advanced	Bachelors	Advanced			
Tier I:	\$28.09	\$29.18	\$30.27	\$31.36	\$31.36	\$32.46	\$33.24	\$33.55	Tier I:
Tier II:	\$31.05	\$32.14	\$33.23	\$34.32	\$34.32	\$35.42	\$34.63	\$36.51	Tier II:
Tier III:	\$34.32	\$35.42	\$36.51	\$37.60	\$37.60	\$38.69	\$36.02	\$39.78	Tier III:
Tier IV:	\$ 37.95	\$39.04	\$40.13	\$41.22	\$41.22	\$42.33	\$37.82	\$43.42	Tier IV:

APPENDIX A-5NON-INSTRUCTIONAL FACULTY COMPENSATION SCHEDULE 2025-2026

Degree:	Advisor		International Advisor		Transfer Advisor		Part-Time Librarian	Student Support Specialist & DSS Advocate	
	Bachelors	Advanced	Bachelors	Advanced	Bachelors	Advanced			
Tier I:	\$29.49	\$30.64	\$31.78	\$32.93	\$32.93	\$34.08	\$34.90	\$35.23	Tier I:
Tier II:	\$32.60	\$33.75	\$34.89	\$36.04	\$36.04	\$37.19	\$36.36	\$38.34	Tier II:
Tier III:	\$36.04	\$37.19	\$38.34	\$39.48	\$39.48	\$40.62	\$37.82	\$41.77	Tier III:
Tier IV:	\$39.85	\$40.99	\$42.14	\$43.28	\$43.28	\$44.45	\$39.71	\$45.59	Tier IV:

APPENDIX A-6NON-INSTRUCTIONAL FACULTY COMPENSATION SCHEDULE 2026-2027

Degree:	Advisor		International Advisor		Transfer Advisor		Part-Time Librarian	Student Support Specialist & DSS Advocate	
	Bachelors	Advanced	Bachelors	Advanced	Bachelors	Advanced			
Tier I:	\$30.37	\$31.56	\$32.73	\$33.92	\$33.92	\$35.10	\$35.95	\$36.29	Tier I:
Tier II:	\$33.58	\$34.76	\$35.94	\$37.12	\$37.12	\$38.31	\$37.45	\$39.49	Tier II:
Tier III:	\$37.12	\$38.31	\$39.49	\$40.66	\$40.66	\$41.84	\$38.95	\$43.02	Tier III:
Tier IV:	\$41.05	\$42.22	\$43.40	\$44.58	\$44.58	\$45.78	\$40.90	\$46.96	Tier IV:

APPENDIX A-7PART-TIME TEACHING FACULTY & FULL-TIME FACULTY OVERLOAD, OVERTIME, AND SUPPLEMENTAL COMPENSATION SCHEDULE (PER CONTACT HOUR)

	2024-2025	2025-2026	2026-2027
Probationary Faculty	\$ 1,008	\$ 1,058	\$ 1,090
Non-Probationary Faculty	\$ 1,156	\$ 1,214	\$ 1,250
Full Time Faculty	\$ 1,156	\$ 1,214	\$ 1,250

APPENDIX BFACULTY PAY SCHEDULE

2024/25		2025/26		2026/27	
August 30, 2024	1	August 29, 2025	1	September 11, 2026	1
September 13, 2024	2	September 12, 2025	2	September 25, 2026	2
September 27, 2024	3	September 26, 2025	3	October 9, 2026	3
October 11, 2024		October 10, 2025		October 23, 2026	
October 25, 2024	4	October 24, 2025	4	November 6, 2026	4, 5
November 8, 2024	5	November 7, 2025	5	November 20, 2026	
November 22, 2024		November 21, 2025		December 4, 2026	
December 6, 2024	6	December 5, 2025	6	December 18, 2026	6
December 20, 2024	7	December 19, 2025	7	December 31, 2026	7
January 3, 2025		January 2, 2026		January 15, 2027	
January 17, 2025		January 16, 2026		January 29, 2027	8
January 31, 2025	8	January 30, 2026	8	February 12, 2027	9
February 14, 2025	9	February 13, 2026	9	February 26, 2027	
February 28, 2025		February 27, 2026		March 12, 2027	10
March 14, 2025	10	March 13, 2026	10	March 26, 2027	11
March 28, 2025	11	March 27, 2026	11	April 9, 2027	
April 11, 2025		April 10, 2026		April 23, 2027	12
April 25, 2025	12	April 24, 2026	12	May 7, 2027	13
May 9, 2025	13	May 8, 2026	13	May 21, 2027	14
May 23, 2025	14	May 22, 2026	14	June 4, 2027	
June 6, 2025	15	June 5, 2026		June 18, 2027	15
June 20, 2025		June 18, 2026	15	July 2, 2027	16
July 3, 2025	16	July 3, 2026	16	July 16, 2027	17
July 18, 2025	17	July 17, 2026	17	July 30, 2027	
August 1, 2025		July 31, 2026		August 13, 2027	19
August 15, 2025	18, 19, 20	August 14, 2026	19	August 27, 2027	18, 20
		August 28, 2026	18, 20		

- | | |
|---|---|
| 1 First Pay Full-Time Baseload | 11 First Pay Winter 2nd 7 week |
| 2 First Pay Fall 15 week, 1st 12 week, & 1st 7 week | 12 Last Pay Winter 1 st 12 week |
| 3 First Pay Fall 2nd 12 week | 13 Last Pay Winter 15 week, 2nd 12 week, & 2nd 7 week |
| 4 Last Pay Fall 1st 7 week | 14 First Pay Spring 15 week, 1st 12 week, & 7 week |
| 5 First Pay Fall 2nd 7 week | 15 First Pay Spring 2nd 12 week* |
| 6 Last Pay Fall 1st 12 week | 16 Last Pay Spring 7 week |
| 7 Last Pay Fall 15 week, 2nd 12 week, & 2nd 7 week | 17 First Pay Summer 7 week |
| 8 First Pay Winter 15 week, 1st 12 week, & 1st 7 week | 18 Last Pay Full-Time Baseload |
| 9 First Pay Winter 2nd 12 week | 19 Last Pay Spring 1st 12 week |
| 10 Last Pay Winter 1st 7 week | 20 Last Pay Spring 15 week & 2nd 12 week; Summer 7 week |

*Date subject to change

APPENDIX CFULL-TIME TEACHING FACULTYDuties & Responsibilities:

The primary role of the teaching faculty is to promote student success in a professional and ethical manner. Teaching faculty are responsible to their designated administrator. The following responsibilities are considered significant:

1. Teach course(s) in accordance with the elements outlined within the Common Syllabus. It is recognized that the methods and procedures of instruction may differ.
2. Submit section level syllabus prior to the class start date. Provide to each student a current section level Course Syllabus by the first session/day of each class. Such syllabus must contain, at a minimum, all of the elements outlined within the Common Syllabus.
3. Schedule office hours for student consultation and post these hours prominently and on the syllabus.
4. Meet all scheduled classes and office hours, unless excused by the designated Administrator.
5. Utilize class time in a professional and ethical manner.
6. Attend and participate in all scheduled faculty meetings, Advisory Board meetings, division meetings, college-wide trainings and committee meetings unless excused by the designated administrator, use of a leave day, or class conflict.
7. Provide prompt and appropriate feedback to students regarding their progress.
8. Take and retain class attendance records on the College's Learning Management System for every session.
9. Promptly and appropriately record student grades on the College's Learning Management System and submit required grade reports according to the College's processes and timelines.
10. Report through the designated alerting system, students who are in need of additional student or learning support services.
11. Complete externally required reports and submit them within established timelines.
12. While teaching, respond to college-related and student communications in a prompt and appropriate manner.
13. Maintain all instructional spaces in a safe and clean manner in accordance with the department's expectations.
14. Assure all College equipment and technology is in a safe, clean and in operating condition. Assist in recommending, identifying, maintaining, and ensuring the functionality of instructional equipment, technology, and materials.
15. Participate with the appropriate departments in the development and maintenance of curriculum, course syllabi and academic programs and participate in the textbook selection process.
16. Participate in College and departmental accreditation activities, Program Outcome Assessment and, where appropriate, in the State-mandated Performance Review of Occupation Education (PROE).
17. Contribute to student recruitment and enrollment goals.
18. At all times, assist appropriate personnel when resolving student academic concerns, in a reasonable timeframe.
19. When teaching a distance learning course, comply with established Distance Learning (DL) Department processes for submitting and posting course material
20. Utilize technology supported by the College for teaching and learning including but not limited to, conferencing, email, and Learning Management System.
21. Attend and participate in College required training and professional development.
22. Participate in their Faculty Evaluation by meaningfully completing the required processes and documents.

APPENDIX C-1**PART-TIME/ADJUNCT INSTRUCTOR****Duties & Responsibilities:**

The primary role of the teaching Faculty is to promote student success in a professional and ethical manner. Members of the faculty at Schoolcraft College designated by the title “Part-Time/Adjunct Instructor” are responsible to the designated Administrator. The primary duty of the part-time instructor is to teach. The following responsibilities are considered significant:

1. Teach course(s) in accordance with the elements outlined within the Common Syllabus. It is recognized that the methods and procedures of instruction may differ.
2. Submit section level syllabus prior to the class start date. Provide to each student a current section level Course Syllabus by the first session/day of each class. Such syllabus must contain, at a minimum, all of the elements outlined within the Common Syllabus.
3. Make themselves available for student consultations.
4. Meet all scheduled classes and consultation hours unless excused by the designated Administrator.
5. Utilize class time in a professional and ethical manner.
6. Attend and participate in all regularly scheduled part-time faculty meetings unless excused by the designated administrator, use of a leave day, or class conflict.
7. Provide prompt and appropriate feedback to students regarding their progress.
8. Take and retain class attendance records on the College’s Learning Management System for every session.
9. Promptly and appropriately record student grades on the College’s Learning Management System and submit required grade reports according to the College’s processes and timelines.
10. Report through the designated alerting system, students who are in need of additional student or learning support services.
11. Complete externally required reports and submit them within established timelines.
12. While teaching, respond to college-related and student communications in a prompt and appropriate manner.
13. Maintain all instructional spaces in a safe and clean manner in accordance with the department’s expectations.
14. Assure all College equipment and technology is in a safe, clean and in operating condition. Notify the designated administrator about any issues or concerns related to instructional equipment, technology, or materials.
15. Attend required scheduled orientation for all new part-time faculty.
16. Assist in College and departmental accreditation activities, Program Outcome Assessment and, where appropriate, in the State-mandated Performance Review of Occupation Education (PROE).
17. Participate in trainings related to, but not limited to major curriculum or equipment changes and trainings necessary to maintain qualifications to teach.
18. At all times, assist appropriate personnel when resolving student academic concerns, in a reasonable timeframe.
19. When teaching a distance learning course, comply with established Distance Learning (DL) Department processes for submitting and posting course materials.
20. Utilize technology supported by the College for teaching and learning including but not limited to, conferencing, email, and Learning Management System.
21. Complete College required training and professional development.
22. Participate in their Faculty evaluation by meaningfully completing the required processes and documents.

APPENDIX C-2**PART-TIME CLINICAL NURSING INSTRUCTOR**

The part-time clinical nursing instructor is responsible to the designated administrator.

Duties & Responsibilities

The primary duty of the part-time clinical nursing instructor is to teach and supervise activities involved in clinical experiences. The following responsibilities are considered significant:

1. The part-time clinical nursing instructor is expected to make student clinical assignments in their area and to teach and supervise activities during their assigned time in the health facility.
2. They are expected to assist full-time faculty in correcting patient care studies or other written work based on the students' clinical experience.
3. They will hold daily pre and post conferences with assigned students and will carry on a continuing evaluation of assigned students' clinical performance.
4. A written evaluation and conference regarding each student's performance will be held at the end of the experience.
5. Attendance at faculty meetings is expected when requested by the designated administrator and/or full-time nursing instructors.

Compensation:

Part-time clinical nursing instructors shall be issued contracts for a specific number of contact hours (or portions thereof) for each semester/session they are employed. Compensation as described in Article XVI, Section 9.

Note: Each Part-time clinical instructor is obligated to participate in an introductory program as required by the clinical facility personnel or the designated administrator. Participation shall be compensated at one-half (1/2) the clock hours supplemental rate.

APPENDIX DCOUNSELORDuties and Responsibilities

Counselors are responsible to the designated administrator. The primary purpose of the Counseling program is to assist students in the development of meaningful educational plans that are compatible with their life goals as well as provide counseling interventions that are needed. Counselors will accomplish this by the following:

1. Provide developmental counseling services to students utilizing technology innovations, telephone, appointments, and walk-in options for day, evening and/or occasional weekend hours as needed.
2. Assist students in the clarification of career and life goals, and related issues.
3. Identify students' issues relative to educational planning.
4. Evaluate and record student progress toward established goals.
5. Establish a professional counseling relationship.
6. Provide personal counseling and offer referrals for crisis intervention and long-term needs.
7. Incorporate career counseling methodology.
8. Maintain an understanding of cultural diversity, ethnicity and generational issues as they relate to counseling.
9. Counsel At-Risk students as identified by academic and personal indicators to include undecided, academic probationary or dismissal students.
10. Participate in new student orientation programs as needed.
11. Help students with adjustment issues and to understand Schoolcraft policies and procedures.
12. Offer group and individual sessions on life management skills, e.g. problem-solving, decision-making skills, time management, stress management, coping skills, self-esteem dynamics and critical thinking.
13. Consult with teaching faculty regularly for information exchange and rapport building.
14. Promote counseling services throughout the College community to enhance understanding and for referral procedures.
15. Serve on no more than three College committees, e.g. curriculum committee, class leveling, strategic planning and accreditation self-study unless approved by the designated administrator.
16. Participate in articulation and related activities with four-year institutions.
17. Coordinate the delivery of services for ongoing training and consultation of part-time Counselors and Academic Advisors.
18. Maintain active involvement in professional organizations and offer presentations at local, state, regional and national conferences.
19. Other professional duties related to the above as assigned.

Qualifications

Master's Degree in Counseling or related field. Licensed as a LLPC, pass LPC (NBCC) exam within a year of graduating and obtain the LPC within three years.

APPENDIX D-1**STUDENT SUPPORT SPECIALIST****Duties and Responsibilities**

Student Support Specialist is responsible to the designated administrator. The primary purpose is to assist with managing student cases for the Student Relations Office and the College's CARE team and to serve as the first point of contact for students in emotional or mental health crisis. The following duties are considered significant:

1. Provide on-campus crisis intervention for students.
2. Provide mental health referrals for students, including referrals to the on-campus supports (staff and partnerships) and community resources.
3. Provide case management support for student cases, including (but not limited to) cases being managed by the Student Relations Office and the CARE team, using the College's case management software.
4. Participate in the Student Conduct Resolution process by serving as a conduct panelist or a student advocate.
5. Assist students in understanding Schoolcraft policies and procedures as needed.
6. Support the Hinkle Student Resource Center in community outreach/referral for students in need.
7. Facilitate workshops related to student mental health, wellbeing and campus compliance.
8. Collaborate with external partners and facilities regarding mental health services, wellness workshops and seminars.
9. Work in collaboration with Hinkle Student Resource Center Specialist as needed.
10. Participate in new faculty and student orientations.
11. Maintain involvement in professional development activities/professional organizations.
12. Serve on no more than three College committees, e.g. curriculum committee, class leveling, strategic planning and accreditation self-study unless approved by the designated administrator.

Qualifications

Master's Degree in Counseling or Social Work. Credentialed as LPC, LLPC, or LMSW.

APPENDIX D-2**DISABILITY SERVICES SUPPORT ADVOCATE****Duties and Responsibilities**

Disability Services Support Advocate is responsible to the designated administrator. The primary purpose is to provide information, referrals, academic advising, accommodations, and advocacy for students with disabilities to ensure equal access to programs and services on campus. This will be accomplished by the following:

1. Coordinate academic accommodations by interviewing students, reviewing documentation, maintaining records for ADA compliance, determining appropriate accommodations and services, and collaborating with faculty to ensure reasonable accommodations do not fundamentally alter a course or program of study.
2. Provide academic coaching to students with disabilities on subjects such as self-advocacy, study skills, time management, and adjustment.
3. Provide academic advising to students with disabilities as determined by the designated administrator.
4. Create, implement, and assess programs and services to increase persistence, retention, and completion of students with disabilities.
5. Develop and implement policies and procedures as needed and provide consultative advice on all aspects of accessibility law for the campus community as needed.
6. Collaborate and consult with faculty and staff in various departments regarding meeting student needs and implementing accommodations.
7. Conduct outreach activities to area high schools.
8. Maintain an understanding of cultural diversity, ethnicity, and generational issues as they relate to supporting students with disabilities.
9. Serve on the ADA Compliance Committee and other committees as requested and approved by the designated administrator.

Qualifications

Master's Degree in Counseling or Social Work. Credentialed as LPC, LLPC, or LMSW.

APPENDIX E**ADVISORS - GENERAL**

The Advisors report to the designated administrator. Student populations served by Advisors include, new, current, or former students. The following duties are considered essential:

1. Use academic advising best practices to build relationships with students to increase student persistence, retention, certificate/degree completion and successful transfer.
2. Provide career advising to students and utilize Schoolcraft approved career assessment tools (e.g., Career Coach) as guidance in determining an educational plan.
3. Assist students in interpreting assessment results and high school transcripts or other external transcripts with regard to course selection.
4. Inform students of limited and restricted enrollment application processes.
5. Provide students with information about College supported resources (e.g., orientation, student email, Ocelot Access and the Learning Management System).
6. Create and update academic and transfer plans when needed.
7. Track the academic progress for all assigned students through college-assigned software and tools as pertaining to advising.
8. Perform outreach to students minimally twice per Fall and Winter semesters and minimally once per Spring and Summer session.
9. Assist students with transitioning to college and understanding applicable Schoolcraft College policies and procedures.
10. Develop Academic Success Plans for students on academic probation which will positively influence the student's ability to return to academic good standing.
11. Serve as a student advocate, acting as liaison among students, faculty, college departments, and community resources.
12. Document interactions with and for students as they pertain to the advising provided.
13. Attend training, Advising and Transfer meetings, and other assigned meetings and College events, unless excused by the designated administrator, or use of a leave day and, as agreed to by the Advisor for events that occur outside working hours. Applicable notes will be shared with the other advisors and designated administrators within two (2) weeks of attendance.
14. Participate in pertinent growth activities, conferences, and organizations such as MIACADA or NACADA conferences as approved by the designated administrator.
15. Attend and participate in transfer information events hosted by colleges and universities as approved by the designated administrator.
16. Take thorough notes and share them with the other Advisors and designated administrator within two weeks of attendance of a professional development event or conference.
17. Consult with teaching faculty, instructional administrators, and other appropriate staff regularly for information exchange and rapport building.
18. The above duties shall be completed using the Schoolcraft College supported technology as assigned. Performance of professional duties beyond those listed below must be agreed upon between the designated administrator and the Advisor.

APPENDIX E-1**ADVISOR – TRANSFER COORDINATOR**

The Advisor – Transfer Coordinator reports to the designated administrator. Student populations served by Advisors include new, current, or former students.

Essential Duties and Responsibilities**A. Advising Duties and Responsibilities:**

The advising duties and responsibilities are the same as Advisor-General.

B. Transfer Coordination Duties and Responsibilities:

1. Oversee all transfer activities to ensure ease of transition between Schoolcraft College and other colleges and universities.
2. Collaborate with faculty and administrators to develop and create articulation agreements with high schools, other colleges, and universities.
3. Serve as college representative on state and local committees for the purpose of developing consistency of transfer practices among Michigan colleges and universities.
4. Oversee and maintains the college recruiter and advisor on-campus visitation schedule.

Performance of professional duties beyond those listed must be agreed upon between the designated administrator and the Advisor.

APPENDIX E-2**ADVISOR – INTERNATIONAL STUDENT ADVISOR**

The Advisor – International Student Advisor reports to the designated administrator. Student populations served by Advisors include new, current, or former students.

Essential Duties and Responsibilities**A. Advising Duties and Responsibilities:**

The advising duties and responsibilities are the same as Advisor-General.

B. International Student Advising Duties and Responsibilities:

1. Serve as Schoolcraft College's designated school official (DSO) as it relates to international students with F-1 visas.
2. Evaluate international student requirements for F-1 and F-3 status and grant or deny based on merit.
3. Maintain and updates the department website with current forms for prospective and current student use; maintains and revises all departmental materials related to incoming and outgoing students' correspondence (pre-arrival guidance, orientation, I-20 cover letters, etc.).
4. Advise prospective international students on issues related to attainment of F-1 and M-1 status (application for a non-immigrant visa at US Embassies and Consulates worldwide, eligibility for and limitations on enrollment during the pending change of status); provides admissions and advising to F-1 & M-1 students, as well as other visa holders.
5. Ensure all international students carry valid health insurance as outlined by Schoolcraft College and I-20 issuance.
6. Facilitate and distributes monthly communication to enrolled international students.
7. Serve as an academic advisor for international, ESL and general population students; aids students in the understanding of graduation requirements, keeps current on related policy changes and assists students with unofficial degree audits.

Performance of professional duties beyond those listed must be agreed upon between the designated administrator and the Advisor.

APPENDIX FLIBRARIAN – REFERENCE

Reports to the designated administrator.

Essential Duties and Responsibilities

1. Assist the designated administrator in developing policies related to the procuring and disseminating of electronic and online databases.
2. Advise the designated administrator on current and future library needs.
3. Serve as a selector of material for the reference collection; select and maintain library materials appropriate for addition to the library's collection in specified subject areas in consultation with Schoolcraft faculty teaching in the appropriate disciplines.
4. Assist with the integrated library system, including system technology.
5. Serve as coordinator of library orientation programs and Inter-Library Loan Librarian.
6. Provide orientations/tours/workshops/bibliographic instruction to classes, faculty, students, and other individuals and groups upon request.
7. Instruct users on how to locate books, periodicals, and how to efficiently use systems, electronic and other non-print resources, to locate reliable information – especially needed for students to write papers, do presentations, give speeches, and be successful in their classes.
8. Advise users on how to access needed resources in other area libraries and institutions.
9. Assume total responsibility for library operations when the only Librarian on duty, including evenings and weekends.
10. Report or record system data.
11. Assist with resource inventory and floor management.
12. Update technology resources such as the library's website.
13. Attend and participate in all scheduled departmental and divisional meetings.
14. Participate in professional development.

Performance of duties beyond those listed above must be agreed upon between the designated administrator and the Librarian.

APPENDIX F-1LIBRARIAN – TECHNICAL SERVICES

The Librarian – Technical Services reports to the designated administrator.

Essential Duties and Responsibilities

Responsibility for classifying and cataloging the library's books and other non-print collections, as well as for the development of the library's periodicals including:

1. Assist the designated administrator in developing policies related to the cataloging and processing of books and non-print materials for the library.
2. Advise the designated administrator on current and future library needs.
3. Assist in selecting and maintaining library materials appropriate for addition to the library's collection in specified subject areas in consultation with the Librarian and Schoolcraft faculty teaching appropriate disciplines.
4. Assist in selecting and maintaining periodicals, newspapers and government documents appropriate for addition to the library's collection in specified subject areas in consultation with Schoolcraft faculty teaching in the appropriate disciplines.
5. Build and maintain as-nearly-as-possible a state-of-the-art system for a readable database and online catalog.
6. Aid in directing student assistants and other employees in the physical preparation and data entry of library materials as well as those responsible for daily periodical and documents operations.
7. Assist with the integrated library system, including system technology.
8. Report and record system data.
9. Assist with resource inventory and floor management.
10. Assist with updating technology resources, such as the library's website.
11. Assist with managing vendor contracts and communications.
12. Assists Reference Librarian as necessary.
13. Attend and participate in all scheduled departmental and divisional meetings.
14. Participate in professional development.

Performance of duties beyond those listed above must be agreed upon between the designated administrator and the Librarian.

APPENDIX G**PROGRAM DIRECTOR/INSTRUCTOR (HEALTH PROGRAMS)**

The Program Director is responsible to the designated administrator.

Duties & Responsibilities:**A. Qualifications**

The qualifications for the Program Director must meet the requirements set forth by the appropriate accrediting agency.

B. Instructional Duties and Responsibilities:

The instructional duties and responsibilities are the same as for any instructor.

C. Director Duties and Responsibilities:

The Director duties and responsibilities are described below.

1. Act as liaison between Schoolcraft College and the appropriate accrediting agency in continuing a high-quality instructional program.
2. Maintain program content for alignment with accreditation requirements, working with faculty and administration to identify areas of content requiring updating and revision.
3. Complete all reporting requirements and maintain records and reports necessary to maintain accreditation.
4. Complete all required data collection activities necessary to meet accreditation reporting requirements.
5. Attend professional meetings or conferences required to maintain accreditation.
6. Coordinate all aspects of the program Advisory Committee.
7. Assist college personnel with student placement initiatives.
8. Maintain close communication with the designated administrator to insure efficient direction and continued effectiveness of the program.
9. Assist designated administrator with course scheduling.
10. Assist in full-time and part-time faculty identification and selection.
11. Involvement in mentoring full- and part-time faculty:
 - a. Support the mentoring program for full-time faculty by providing discipline specific information to mentees and their mentors.
 - b. Provide leadership in staff development areas for full-time and part-time faculty (assist in identifying and/or coordinating training/development activities).
 - c. Participate in new faculty member required orientation.
12. Conduct coordinator-student conferences for evaluation and assistance.
13. Coordinate drug screen and background check process with Risk Management and act on results that do not meet program requirements.
14. Coordinate all aspects of required field experiences assuring all student course needs are met and all accrediting body fieldwork related standards are met, including, as required:
 - a. Enlist the assistance of professional practice supervisors.
 - b. Develop the instructional professional practice assignments and assessments for use by professional practice supervisors.
 - c. Ensure that students are scheduled to complete the required professional practice activities in the various professional practice sites.
 - d. Conduct professional practice supervisor evaluations.
 - e. Collaborate with Schoolcraft administration for maintenance and execution of field experience agreements.
15. Assist the designated administrator in development and updating of the on-campus laboratory facilities and technology for the program.

16. 1Participate in Schoolcraft College’s efforts to increase enrollment and persistence in their program.

17. Plan and implement Student Orientation(s) for their program.

Compensation

Compensation for the Program Director duties and responsibilities listed above shall be equated to baseload release time of eight (8) contact hours in the Fall Semester and eight (8) contact hours in the Winter Semester.

In addition, the Director shall receive four (4) supplemental contact hours for the Spring and four (4) supplemental contact hours for the Summer session. This compensation is applied to their contact hour supplemental assignments limits as specified in the contract. For Spring and Summer this shall count as one (1) class and four (4) contact hours for each term.

APPENDIX G-1**CLINICAL COORDINATOR/INSTRUCTOR FOR DIAGNOSTIC MEDICAL SONOGRAPHY AND RADIOLOGIC TECHNOLOGY**

The Clinical Coordinator is responsible to the designated administrator. When there is overlap of roles between a Program Director and Clinical Coordinator the clinical coordination responsibilities default to the Clinical Coordinator.

Duties & Responsibilities:**A. Qualifications**

The qualifications for the Clinical Coordinator must meet the requirements set forth by the appropriate accrediting agency.

B. Instructional Duties and Responsibilities:

The instructional duties and responsibilities are the same as for any instructor with the exception that the Coordinator's instructional baseload is in clinical instruction, but they can add didactic instruction to their baseload if clinical course selections are exhausted.

C. Clinical Coordinator Duties and Responsibilities:

The Clinical Coordinator duties and responsibilities related to their program are described below.

1. Oversee and coordinate clinical education and evaluate its effectiveness.
2. Communicate with the Program Director to ensure efficient program direction, correlation of clinical education with didactic education, and effective program operations.
3. Oversee and coordinate all aspects of required field experiences assuring all student course needs are met and all accrediting body fieldwork related standards are met, including, as required:
 - a. Act as liaison between Schoolcraft College and the clinical sites for the purpose of maintaining a high-quality clinical education in alignment with appropriate accrediting agency and Schoolcraft College requirements.
 - b. Assure all clinical settings meet accreditation standards set by the appropriate accrediting agency.
 - c. Recruit off-site, clinical professional practice supervisors for students.
 - d. Develop the instructional professional practice assignments and assessments for use by professional practice supervisors.
 - e. Ensure students are scheduled to complete the required professional practice activities in the various professional practice sites.
 - f. Conduct professional practice supervisor evaluations, in accordance with accreditation and College standards.
 - g. Collaborate with Schoolcraft administration for maintenance and execution of field experience agreements.
 - h. Complete all clinical education reporting requirements and complete and maintain records and reports necessary to obtain and maintain accreditation.
 - i. Complete all required clinical education data collection activities necessary to meet accreditation reporting requirements.
 - j. Provide input to designated administrator regarding course scheduling.
 - k. Participate in the identification and hiring of instructors who would be teaching clinical courses.
4. Conduct coordinator-student conferences for evaluation and feedback.
5. Assist and participate alongside college personnel with student placement initiatives.
6. Assist and participate in Schoolcraft College's efforts to increase enrollment, persistence, and completion in their program.
7. Assist and participate in student orientation(s) for their program.
8. Assist the Program Director in the accreditation and assessment processes and procedures related to clinical

education, including, but not limited to, attending all professional meetings and/or conferences required to acquire and maintain accreditation.

9. Maintain current knowledge of the professional discipline and educational methodologies through continuing professional development.
10. Maintain current knowledge of program policies, procedures, and student progress.

Compensation

Compensation for the Clinical Coordinator duties and responsibilities listed above shall be equated to baseload release time of three (3) contact hours in the Fall Semester and three (3) contact hours in the Winter Semester. In addition, the Coordinator shall receive three (3) supplemental contact hours for the Spring and three (3) supplemental contact hours for the Summer session. This compensation is applied to their contact hour supplemental assignments limits as specified in the contract. For Spring and Summer this shall count as one (1) class and three (3) contact hours for each term.

APPENDIX H**EARLY CHILDHOOD EDUCATION AND SPECIAL EDUCATION PROGRAM DIRECTOR**

The Early Childhood Education and Special Education Program Director is responsible to the designated administrator.

Duties and Responsibilities:**A. Instructional Duties and Responsibilities:**

The instructional duties and responsibilities are the same as for any instructor.

B. Director Duties and Responsibilities:

1. Coordinate all aspects of required field experiences assuring all student course needs are met and all NAEYC fieldwork related standards are met.
2. Liaison to the Children's Center – ensure alignment between ECE SPE Department and Center (curriculum, NAEYC alignment, classroom teaching).
3. Participates in Schoolcraft College's new meta-majors student orientation to increase enrollment in ECE SPE programs.
4. Plan and implement the ECE SPE Student Orientation.
5. Complete all reporting requirements necessary to maintain NAEYC accreditation.
6. Coordinate all aspects of the ECE SPE Department Community Advisory Board.
7. Collaborate with other College departments to increase enrollment in ECE SPE programs.
8. Complete all required data collection activities necessary to meet accreditation reporting requirements.
9. Mentor new ECE SPE faculty.
10. Coordinate program service learning with course instructors and community elementary school partner.

Compensation:

The faculty member assuming responsibility for the Early Childhood Education and Special Education Program Director shall be compensated with ten (10) contact hours of release time split evenly between Fall and Winter semesters, as well as six (6) contact hours of supplemental pay split evenly between Spring and Summer sessions.

APPENDIX I

FACULTY REPRESENTATIVE

Faculty Representatives shall be elected by a majority of full-time faculty of the disciplines which they represent. The term of office of the Faculty Representative shall be for one (1) year, commencing on the 15th of September. When a vacancy occurs, a replacement shall be elected for the remainder of this term. Vacancies may occur as a result of employment separation, involuntary removal for non-performance of duties, and/or extended absence. In the event that a department is unable to reach an agreement on a replacement, the Faculty Forum President in consultation with the Designated Administrator will temporarily assign this post to another faculty member. This appointment shall remain in effect for the remainder of the term of office.

Involuntary removal shall constitute ineligibility for re-election as Faculty Representative for one (1) year.

Duties & Responsibilities

1. Assist the designated administrator in determining general and/or specific qualifications for full-time faculty vacancies.
2. Serve on the Selection Committee for hiring new full-time faculty. The Faculty Representative may select a designee to serve in their stead.
3. Discuss proposals for faculty reassigned time with the designated administrator as per Article VI, Section 13.
4. Participate on the Curriculum Committee as per Article VIII or at least one other College committee or initiative.
5. Complete and submit the Annual Department Plan in collaboration with the full- and part-time faculty in your area to the designated Academic Administrator.
6. Assist the designated administrator with the following:
 - a. Analysis of faculty needs and recommendations concerning individuals to fill full-time faculty vacancies and, when feasible, part-time vacancies.
 - b. Formulation of recommendations in the planning and equipping of facilities that may be utilized by the disciplines.
 - c. Justification for budget requests.
 - d. Cooperation in formulation of and when necessary, alteration of class schedules for disciplines.
 - e. If desired by the Faculty Representative, review qualifications/credentials of part-time faculty in their first semester in relation to minimum competencies.
 - f. Selecting teaching schedules and textbooks for faculty on a leave of absence or otherwise unable to do so.
 - g. Facilitation of full-time faculty selection process if appropriate and facilitation of part-time course selection meetings, if held.
7. Conduct department/discipline meetings at least once a month for Fall and Winter semesters, submitting a schedule of meetings and agendas to the designated administrator as it aligns with the Annual Department Plan. When appropriate, meet with the designated administrator on items requiring administrative attention.
8. Participate in scheduled division meetings.
9. Assist discipline faculty in preparing curriculum committee submission materials, submit to the designated administrator for review and furnish the designated administrator with recommendations regarding curriculum or course changes within the department prior to presentation to the Curriculum Committee.
10. Participate in the annual review of discipline(s) minimum competencies.
11. Serve as point of contact for faculty related to department and college policies and procedures.

Compensation & Benefits

Faculty Representatives shall be paid four (4) contact hours at their current supplemental rate per Academic Year. Part-time faculty serving in the role will receive four (4) preference points (two (2) at the end of Fall semester and two (2) at the end of Winter semester) during each year of service in the role.

Other related tasks requested and agreed to shall be paid for at one-half of the supplemental rate.

Each of the Faculty Representatives elected to the Curriculum Committee will receive an additional stipend of 1/6th of the current supplemental contact hour rate per annum to participate in Curriculum Committee meetings. There may be up to eight (8) per academic year.

APPENDIX J

DEPARTMENT CHAIRPERSON

Department Chairpersons shall be elected by a majority of the full-time members of the disciplines which they represent. If no faculty member is elected, then the Faculty Representative structure is re-established. If the elected member is not approved by the Administration, then the department will hold another election. The term of Department Chairpersons shall be for two (2) academic years. When a vacancy occurs, a replacement shall be elected for the remainder of this term. In the event a department is unable to elect a replacement, the Faculty Forum President will assign this post to another member in consultation with the designated administrator. This assignment shall remain in effect for the remainder of the term of office. Involuntary removal shall constitute ineligibility for re-election as a Department Chairperson for two (2) years.

Duties & Responsibilities

1. Serve on the Selection Committee for hiring new full-time faculty. The Department Chairperson may select a designee to serve in their stead.
2. Involvement in hiring part-time faculty:
 - a. The opportunity to review applications for employment of part-time faculty.
 - b. The opportunity to interview candidates for part-time faculty.
 - c. The opportunity to make recommendations for the hiring of part-time faculty.
3. Involvement in mentoring full- and part-time faculty:
 - a. Support the mentoring program for full-time faculty by providing discipline specific information to mentees and their mentors.
 - b. Provide leadership in staff development areas for full-time and part-time faculty (assist in identifying and/or coordinating training/development activities).
 - c. Participate in new faculty member required orientation.
4. Assist in probationary full-time and part-time faculty member's evaluation process as defined in the Faculty Evaluation Handbook.
5. Assist in the professional development of part-time members, beyond probation, should the student evaluations show cause for concern, as outlined in Article XVI, Section 4.B, if the part-time faculty member so requests.
6. Spearhead the process of revising syllabi and course descriptions for all courses within the department/discipline and their submission to the Curriculum Committee, when appropriate.
7. Assist the designated administrator in the annual review of the program and course descriptions for currency and when necessary submit Curriculum Committee submission materials to revise them.
8. Serve as liaison within the department/College.
 - a. Initiate interaction and dialog among full- and part-time faculty.
 - b. Conduct department meetings on a monthly basis for full-time and part-time faculty.
 - c. Serve on the Curriculum Committee.
 - d. Communicate regularly with Advising, Admissions, Learning Center, Media Center, Library, and Institutional Research on discipline needs or for sharing program updates.
9. Work with faculty to develop/implement departmental processes.
 - a. Departmental textbook selection process.
 - b. Exit testing where it has been established.
 - c. Revise the rotational plan to govern course selections by full-time faculty members.
 - d. Complete and submit the Annual Department Plan in collaboration with the full-time and part-time faculty in your area to the designated Academic Administrator.
10. Conduct full-time faculty course selection according to the agreed upon procedure and facilitate part-time faculty course selection meeting, if held.
11. Determine capital equipment and departmental material needs, within budgetary guidelines.

Compensation & Benefits

A Department Chairperson shall be compensated for their work as Department Chairperson by being paid a total of fifteen (15) contact hours for the academic year. Compensation shall be allocated as five (5) contact hours at their current supplemental rate for the Fall semester, Winter semester and again for the Spring and Summer terms. Alternatively, the Department Chairperson can choose to have the Fall and/or Winter hours taken as release time.

This compensation is applied to their contact hour supplemental assignments limits as specified in the contract. For Spring and Summer this shall count as one (1) class and two and one half (2.5) contact hours for each term.

APPENDIX K-1**2024-2025 INSTRUCTIONAL CALENDAR****FALL SEMESTER 2024**

Date(s)	Day(s)	Activity
August 22	Thursday	Class Leveling – Fall Classes
August 23	Friday	Faculty Professional Development Day & Meeting. All Faculty on Campus
August 26	Monday	15 Week, 1 st 12 Week & 1 st 7 Week Classes Begin
September 2	Monday	Labor Day – No Classes
September 17	Tuesday	2 nd 12 Week Classes Begin
October 14	Monday	1 st 7 Week Fall Classes End
October 17	Thursday	Grades Due by Noon – 1 st 7 Week Fall Classes
October 22	Tuesday	2 nd 7 Week Fall Classes Begin
November 18	Monday	1 st 12 Week Fall Classes End
November 21	Thursday	Grades Due by Noon - 1 st 12 Week Fall Classes
November 26 – 27	Tuesday – Wednesday	No Classes
Nov. 28 – December 1	Thursday – Sunday	Thanksgiving Recess – No Classes
December 2	Monday	Fall Classes Resume
December 15	Sunday	2 nd 7 Week, 2 nd 12 Week and 15 Week Fall Classes End
December 18	Wednesday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week and 15 Week Classes

WINTER SEMESTER 2025

Date(s)	Day(s)	Activity
January 2	Thursday	Class Leveling
January 3	Friday	Faculty Professional Development Day & Meetings. All Faculty on Campus
January 6	Monday	15 Week, 1 st 12 Week & 1 st 7 Week Classes Begin
January 20	Monday	Martin Luther King Day – No Classes
January 27	Monday	Second 12 Week Classes Begin
February 24	Monday	1 st 7 Week Classes End
February 27	Thursday	Grades Due by Noon – 1 st 7 Week Classes
March 3-9	Monday – Sunday	Mid-Winter Break – No Classes
March 10	Monday	Classes Resume
March 10	Monday	Second 7 Week Classes Begin
April 7	Monday	1 st 12 Week Classes End
April 10	Thursday	Grades Due by Noon – 1 st 12 Week Classes
April 20	Sunday	Easter – No Classes *
April 27	Sunday	2 nd 7 Week, 2 nd 12 Week Classes End
April 28	Monday	15 Week Classes End
April 30	Wednesday	Grades Due by Noon – 2 nd 7 Week & 2 nd 12 Week Classes
May 1	Thursday	Grades Due by Noon – 15 Week
May 3	Saturday	Commencement

*Second 7 Week, Second 12 Week and 15 Week classes missed on Easter will be made up at the convenience of students and faculty.

SPRING/SUMMER SESSION 2025

Date(s)	Day(s)	Activity
May 1	Thursday	Class Leveling – Spring Classes
May 5	Monday	Spring 7, 1 st 12 Week and 15 Week Classes Begin
May 26	Monday	Memorial Day – No Classes
May 27	Tuesday	2 nd 12 Week Classes Begin
June 23	Monday	7 Week Spring Classes End
June 26	Thursday	Grades Due by Noon – 7 Week Spring Classes
June 26	Thursday	Class Leveling – Summer Classes
June 30	Monday	7 Week Summer Classes Begin
July 4	Friday	Independence Day – No Classes*
July 28	Monday	1 st 12 Week Spring Classes End
July 31	Thursday	Grades Due by Noon – 1 st 12 Week Spring Classes
August 17	Sunday	7 Week Summer Classes End
August 18	Monday	2 nd 12 Week and 15 Week Spring Classes End
August 20	Wednesday	Grades Due by Noon – Summer 7 Week
August 21	Thursday	Grades Due by Noon – 2 nd 12 Week and 15 Week Spring Classes

* Spring 12 Week, Spring 15 Week, and Summer 7 Week classes missed on Independence Day will be made up at the convenience of the students and the faculty. NOTE: Grades for classes held in durations other than 7, 12, or 15 weeks in length must be submitted 2.5 business days after the last day of the class. The deadline will be noon.

APPENDIX K-2Fall 2025 – Summer 2026 INSTRUCTIONAL CALENDAR**FALL SEMESTER 2025**

Date(s)	Day(s)	Activity
August 22	Friday	Faculty Professional Development Day & Meeting. All Faculty on Campus
August 25	Monday	15 Week, 1 st 12 Week & 1 st 7 Week Classes Begin
September 1	Monday	Labor Day – No Classes
September 16	Tuesday	2 nd 12 Week Classes Begin
October 13	Monday	1 st 7 Week Fall Classes End
October 16	Thursday	Grades Due by Noon – 1 st 7 Week Fall Classes
October 21	Tuesday	2 nd 7 Week Fall Classes Begin
November 17	Monday	1 st 12 Week Fall Classes End
November 20	Thursday	Grades Due by Noon - 1 st 12 Week Fall Classes
November 25 – 26	Tuesday – Wednesday	No Classes
November 27 – 30	Thursday – Sunday	Thanksgiving Recess – No Classes
December 1	Monday	Fall Classes Resume
December 14	Sunday	2 nd 7 Week, 2 nd 12 Week and 15 Week Fall Classes End
December 17	Wednesday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week and 15 Week Classes

WINTER SEMESTER 2026

Date(s)	Day(s)	Activity
January 9	Friday	Faculty Professional Development Day & Meetings All Faculty on Campus
January 12	Monday	15 Week, 1 st 12 Week & 1 st 7 Week Classes Begin
January 19	Monday	Martin Luther King Day – No Classes
February 3	Tuesday	2 nd 12 Week Classes Begin
March 2	Monday	1 st 7 Week Classes End
March 5	Thursday	Grades Due by Noon – 1 st 7 Week Classes
March 9 – 15	Monday – Sunday	Mid-Winter Break – No Classes
March 16	Monday	Classes Resume
March 17	Tuesday	2 nd 7 Week Classes Begin
April 13	Monday	1 st 12 Week Classes End
April 16	Thursday	Grades Due by Noon – 1 st 12 Week Classes
May 4	Monday	2 nd 7 Week, 2 nd 12 Week and 15 Week Classes End
May 7	Thursday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week and 15 Week Classes
May 9	Saturday	Commencement

SPRING/SUMMER SESSION 2026

Date(s)	Day(s)	Activity
May 11	Monday	Spring 7, 1 st 12 Week and 15 Week Classes Begin
May 25	Monday	Memorial Day – No Classes
June 2	Tuesday	2 nd 12 Week Spring Classes Begin
June 29	Monday	7 Week Spring Classes End
July 2	Thursday	Grades Due by Noon – 7 Week Spring Classes
July 3 – 4	Friday – Saturday	Independence Day – No Classes*
July 6	Monday	7 Week Summer Classes Begin
August 3	Monday	1 st 12 Week Spring Classes End
August 6	Thursday	Grades Due by Noon – 1 st 12 Week Spring Classes
August 23	Sunday	7 Week Summer Classes End
August 24	Monday	2 nd 12 Week Spring and 15 Week Spring Classes End
August 27	Thursday	Grades Due by Noon – 2 nd 12 Week Spring and 15 Week Spring Classes, and Summer 7 Week Classes

* Spring 12 Week and 15 Week classes missed on the day before Independence Day and Independence Day will be made up at the convenience of the students and the faculty.

NOTE: Grades for classes held in durations other than 7, 12, or 15 weeks in length must be submitted 2.5 business days after the last day of the class. The deadline will be noon.

APPENDIX K-3Fall 2026 – Summer 2027 INSTRUCTIONAL CALENDAR**FALL SEMESTER 2026**

Date(s)	Day(s)	Activity
August 28	Friday	Faculty Professional Development Day & Meetings All Faculty on Campus
August 31	Monday	15 Week, 1 st 12 Week & 1 st 7 Week Classes Begin
September 7	Monday	Labor Day – No Classes
September 22	Tuesday	2 nd 12 Week Classes Begin
October 19	Monday	1 st 7 Week Fall Classes End
October 22	Thursday	Grades Due by Noon – 1 st 7 Week Fall Classes
October 27	Tuesday	2 nd 7 Week Fall Classes Begin
November 23	Monday	1 st 12 Week Fall Classes End
November 24 – 25	Tuesday – Wednesday	No Classes
November 26 – 29	Thursday – Sunday	Thanksgiving Recess – No Classes
November 30	Monday	Fall Classes Resume
November 30	Monday	Grades Due by Noon - 1 st 12 Week Fall Classes
December 20	Sunday	2 nd 7 Week, 2 nd 12 Week and 15 Week Fall Classes End
December 23	Wednesday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week and 15 Week Classes

WINTER SEMESTER 2027

Date(s)	Day(s)	Activity
January 8	Friday	Faculty Professional Development Day & Meetings All Faculty on Campus
January 11	Monday	15 Week, 1 st 12 Week and 1 st 7 Week Classes Begin
January 18	Monday	Martin Luther King Day – No Classes
February 1	Monday	2 nd 12 Week Classes Begin
March 1	Monday	1 st 7 Week Classes End
March 4	Thursday	Grades Due by Noon – 1 st 7 Week Classes
March 8 – 14	Monday – Sunday	Mid-Winter Break – No Classes
March 15	Monday	Classes Resume
March 15	Monday	2 nd 7 Week Classes Begin
April 12	Monday	1 st 12 Week Classes End
April 15	Thursday	Grades Due by Noon – 1 st 12 Week Classes
May 2	Sunday	2 nd 7 Week and 2 nd 12 Week Classes End
May 3	Monday	15 Week Classes End
May 6	Thursday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week, and 15 Week Classes
May 8	Saturday	Commencement

SPRING/SUMMER SESSION 2027

Date(s)	Day(s)	Activity
May 10	Monday	Spring 7, 1 st 12 Week and 15 Week Classes Begin
May 31	Monday	Memorial Day – No Classes
June 1	Tuesday	2 nd 12 Week Spring Classes Begin
June 28	Monday	7 Week Spring Classes End
July 1	Thursday	Grades Due by Noon – 7 Week Spring Classes
July 4 – 5	Sunday – Monday	Independence Day – No Classes*
July 6	Tuesday	7 Week Summer Classes Begin
August 2	Monday	1 st 12 Week Spring Classes End
August 5	Thursday	Grades Due by Noon – 1 st 12 Week Spring Classes
August 23	Monday	2 nd 12 Week Spring Classes, 15 Week Spring Classes and 7 Week Summer Classes End
August 26	Thursday	Grades Due by Noon – 2 nd 12 Week and 15 Week Spring Classes and 7 Week Summer Classes

* Spring 12 Week and 15 Week classes missed on Independence Day and the day after Independence Day will be made up at the convenience of the students and the faculty.

NOTE: Grades for classes held in durations other than 7, 12, or 15 weeks in length must be submitted 2.5 business days after the last day of the class. The deadline will be noon.

APPENDIX K-4**Fall 2027 – Summer 2028 INSTRUCTIONAL CALENDAR****FALL SEMESTER 2027**

Date(s)	Day(s)	Activity
August 27	Friday	Faculty Professional Development Day and Meetings All Faculty on Campus
August 30	Monday	15 Week, 1 st 12 Week and 1 st 7 Week Classes Begin
September 6	Monday	Labor Day – No Classes
September 21	Tuesday	2 nd 12 Week Classes Begin
October 18	Monday	1 st 7 Week Fall Classes End
October 21	Thursday	Grades Due by Noon – 1 st 7 Week Fall Classes
October 26	Tuesday	2 nd 7 Week Fall Classes Begin
November 22	Monday	1 st 12 Week Fall Classes End
November 23 – 24	Tuesday – Wednesday	No Classes
November 25 – 28	Thursday – Sunday	Thanksgiving Recess – No Classes
November 29	Monday	Fall Classes Resume
December 1	Wednesday	Grades Due by Noon – 1 st 12 Week Fall Classes
December 19	Sunday	2 nd 7 Week, 2 nd 12 Week and 15 Week Fall Classes End
December 22	Wednesday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week and 15 Week Classes

WINTER SEMESTER 2028

Date(s)	Day(s)	Activity
January 7	Friday	Faculty Professional Development Day and Meetings All Faculty on Campus
January 10	Monday	15 Week, 1 st 12 Week and 1 st 7 Week Classes Begin
January 17	Monday	Martin Luther King Day – No Classes
January 31	Monday	2 nd 12 Week Classes Begin
February 28	Monday	1 st 7 Week Classes End
March 2	Thursday	Grades Due by Noon – 1 st 7 Week Classes
March 6 – 12	Monday – Sunday	Mid-Winter Break – No Classes
March 13	Monday	Classes Resume
March 13	Monday	2 nd 7 Week Classes Begin
April 10	Monday	1 st 12 Week Classes End
April 13	Thursday	Grades Due by Noon – 1 st 12 Week Classes
April 30	Sunday	2 nd 7 Week and 2 nd 12 Week Classes End
May 1	Monday	15 Week Classes End
May 4	Thursday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week, and 15 Week Classes
May 6	Saturday	Commencement

SPRING/SUMMER SESSION 2028

Date(s)	Day(s)	Activity
May 8	Monday	7 Week, 1 st 12 Week and 15 Week Spring Classes Begin
May 29	Monday	Memorial Day – No Classes
May 31	Wednesday	2 nd 12 Week Spring Classes Begin
June 26	Monday	7 Week Spring Classes End
June 29	Thursday	Grades Due by Noon – 7 Week Spring Classes
July 4	Tuesday	Independence Day – No Classes*
July 5	Wednesday	7 Week Summer Classes Begin
August 1	Tuesday	1 st 12 Week Spring Classes End
August 4	Friday	Grades Due by Noon – 1 st 12 Week Spring Classes
August 22	Tuesday	2 nd 12 Week Spring, 15 Week Spring Classes and 7 Week Summer Classes End
August 25	Friday	Grades Due by Noon – 2 nd 12 Week Spring, 15 Week Spring Classes and 7 Week Summer Classes

*Spring 12 Week and 15 Week classes missed on Independence Day will be made up at the convenience of the students and faculty.

NOTE: Grades for classes held in durations other than 7, 12, or 15 weeks in length must be submitted 2.5 business days after the last day of the class. The deadline will be noon.

APPENDIX K-5Fall 2028 – Summer 2029 INSTRUCTIONAL CALENDAR**FALL SEMESTER 2028**

Date(s)	Day(s)	Activity
August 25	Friday	Faculty Professional Development Day and Meetings All Faculty on Campus
August 28	Monday	15 Week, 1 st 12 Week and 1 st 7 Week Classes Begin
September 4	Monday	Labor Day – No Classes
September 19	Tuesday	2 nd 12 Week Classes Begin
October 16	Monday	1 st 7 Week Fall Classes End
October 19	Thursday	Grades Due by Noon – 1 st 7 Week Fall Classes
October 24	Tuesday	2 nd 7 Week Fall Classes Begin
November 20	Monday	1 st 12 Week Fall Classes End
November 21 – 22	Tuesday – Wednesday	No Classes
November 23 – 26	Thursday – Sunday	Thanksgiving Recess – No Classes
November 27	Monday	Fall Classes Resume
November 29	Wednesday	Grades Due by Noon - 1 st 12 Week Fall Classes
December 17	Sunday	2 nd 7 Week, 2 nd 12 Week and 15 Week Fall Classes End
December 20	Wednesday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week and 15 Week Classes

WINTER SEMESTER 2029

Date(s)	Day(s)	Activity
January 5	Friday	Faculty Professional Development Day and Meetings All Faculty on Campus
January 8	Monday	15 Week, 1 st 12 Week and 1 st 7 Week Classes Begin
January 15	Monday	Martin Luther King Day – No Classes
January 29	Monday	2 nd 12 Week Classes Begin
February 26	Monday	1 st 7 Week Classes End
March 1	Thursday	Grades Due by Noon – 1 st 7 Week Classes
March 5 – 11	Monday – Sunday	Mid-Winter Break – No Classes
March 12	Monday	Classes Resume
March 12	Monday	2 nd 7 Week Classes Begin
April 9	Monday	1 st 12 Week Classes End
April 12	Thursday	Grades Due by Noon – 1 st 12 Week Classes
April 29	Sunday	2 nd 7 Week and 2 nd 12 Week Classes End
April 30	Monday	15 Week Classes End
May 3	Thursday	Grades Due by Noon – 2 nd 7 Week, 2 nd 12 Week, and 15 Week Classes
May 5	Saturday	Commencement

SPRING/SUMMER SESSION 2029

Date(s)	Day(s)	Activity
May 7	Monday	7 Week, 1 st 12 Week and 15 Week Spring Classes Begin
May 28	Monday	Memorial Day – No Classes
May 29	Tuesday	2 nd 12 Spring Week Classes Begin
June 25	Monday	7 Week Spring Classes End
June 28	Thursday	Grades Due by Noon – 7 Week Spring Classes
July 2	Monday	7 Week Summer Classes Begin
July 4	Wednesday	Independence Day – No Classes*
July 30	Monday	1 st 12 Week Spring Classes End
August 2	Thursday	Grades Due by Noon – 1 st 12 Week Spring Classes
August 19	Sunday	7 Week Summer Classes End
August 20	Monday	2 nd 12 Week Spring and 15 Week Spring Classes End
August 23	Thursday	Grades Due by Noon – 2 nd 12 Week Spring, 15 Week Spring and 7 Week Summer Classes

* Classes missed on Independence Day will be made up at the convenience of students and faculty.

NOTE: Grades for classes held in durations other than 7, 12, or 15 weeks in length must be submitted 2.5 business days after the last day of the class. The deadline will be noon.

APPENDIX L**LETTER OF AGREEMENT - EVALUATION****Letter of Agreement****Between****Schoolcraft College and the****Faculty Forum**

Re: Agreement to continue and expand the pilot evaluation process

This Letter of Agreement (Evaluation LOA) is entered into between the Schoolcraft College Board of Trustees (College) and the Faculty Forum of Schoolcraft College (the "Faculty Forum") (collectively, the Parties) who agree as follows:

WHEREAS, the College and the Faculty Forum have been engaged in negotiations to modify the "Agreement between the Board of Trustees of the Schoolcraft College District and the Faculty Forum of Schoolcraft College August 2021 to August 2024" (Collective Bargaining Agreement);

WHEREAS, Article V, Article XVI, and Article XVII of the Collective Bargaining Agreement address the right of the College to evaluate Faculty, and these Articles refer to the process to be used in connection with such evaluations;

WHEREAS, both Parties recognize the need to modify the existing evaluation process and that the best method to ensure a quality method is to pilot the method before codifying it within the contract; and

WHEREAS, both Parties acknowledge that the existing pilot included only a small sample of teaching faculty, no non-teaching faculty, and wasn't completed for certain subsets of teaching faculty.

NOW THEREFORE, in consideration of the foregoing and the mutual covenants and agreements herein contained, the Parties hereby agree to the following:

1. The Faculty Evaluation Concerns Committee (FECC) shall be convened with the membership designated in Article VIII and tasked with the following:
 - a. Review and edit the Faculty Evaluation Handbook, as needed, for faculty groups participating in the pilot process.
 - b. Determine the appropriate distribution of student survey results.
 - c. Develop a pilot process for non-teaching faculty in consultation with faculty and their designated administrators.
 - d. Develop a pilot process for clinical nursing instructors in consultation with faculty and their designated administrator.
 - e. Develop a pilot process for Police and Fire Academy faculty members in consultation with faculty and their designated administrator.
2. All newly developed pilot processes shall adhere to the recommendations of the Evaluation Re-Development Committee of 2021 – 2022. These recommendations include:
 - a. Enforcement of job duties should not be part of the evaluation system.
 - b. Goal setting is collaborative between faculty and their designated administrator.
 - c. Data collection pertaining to goals occurs which may include student evaluations/surveys, observations, portfolios, etc.
 - d. Ensure data from student surveys are easily available to faculty to collect, analyze, and use feedback without too much manual work on the backend to filter and distribute.
 - e. Ensure aggregate macro level data be made available for college administrators to review with the aim of focused strategic attention to areas of improvement.
 - f. Maintain the strengths of the former evaluation system, which included: confidentiality, non-punitive, intrinsic motivation, and a wide range of professional development options.
3. At the end of every Fall and Winter semester, FECC will report to the Chief Academic Officer and the Faculty Forum President on their progress. If, at any time, it is determined that the Committee is not making

adequate progress toward executing a pilot for all faculty by Winter semester 2026, the operationalization of a pilot will be implemented by the Chief Academic Officer and the Faculty Forum President.

4. This Evaluation LOA is considered to be a single and one-time exception to the conditions and covenants within the Parties' 2024-2027 Faculty Forum Agreement, as set forth above, and neither the College nor the Faculty Forum is obligated to make an accommodation or exception as to the enforcement or application of the provisions or conditions therein based on this Evaluation LOA.
5. If the implementation of this Evaluation LOA requires a waiver or temporary modification of the terms and conditions of the current Parties' 2024-2027 Faculty Forum Agreement, the Parties agree to such waiver or temporary modification to the extent necessary in order to complete this Evaluation LOA.
6. To the extent that this Evaluation LOA conflicts with the terms of the Parties' 2024-2027 Faculty Forum Agreement, this Evaluation LOA shall control the extent of such inconsistency or conflict.
7. Except in an action to enforce the terms of this Evaluation LOA, this Evaluation LOA shall not be relied upon or otherwise asserted by either the College or the Faculty Forum in any subsequent proceeding or litigation between them.

This Evaluation LOA shall only expire upon the mutual agreement of the Parties.

College 

Union 

APPENDIX M**LETTER OF AGREEMENT - JUNETEENTH****Letter of Agreement****Between****Schoolcraft College and the****Faculty Forum**

Re: Juneteenth Holiday Observed

This Letter of Agreement (LOA) is entered into between the Schoolcraft College Board of Trustees (College) and the Faculty Forum of Schoolcraft College (the "Faculty Forum") (collectively, the Parties) who agree as follows:

WHEREAS, the College and the Faculty Forum have been engaged in negotiations to modify the "Agreement between the Board of Trustees of Schoolcraft College and the Faculty Forum of Schoolcraft College August 2021 to August 2024" (Collective Bargaining Agreement);

WHEREAS, the Parties have been negotiating modifications to the Instructional Calendar (Appendices K);

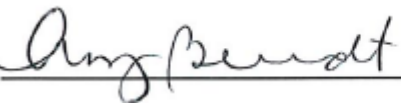
WHEREAS, the College is adding Juneteenth as a recognized holiday where the College will be closed;

WHEREAS, both Parties recognize that the addition of Juneteenth will impact the agreed upon Instructional Calendars; and

WHEREAS, both Parties recognize the value of observing Juneteenth in this manner.

NOW THEREFORE, in consideration of the foregoing and the mutual covenants and agreements herein contained, the Parties hereby agree to the following:

1. The Parties shall collaborate to implement revisions to the Instructional Calendar to accommodate the observance of Juneteenth as an institutional holiday.
2. The Parties shall follow the established Instructional Calendar collaborative process utilized by the College and the Faculty Forum to implement the revisions.
3. The agreed upon modified Instructional Calendars will supersede those in Appendices K for the 2024-2027 collective bargaining agreement.
4. This LOA is a single and one-time exception to the conditions and covenants within the Parties' Bargaining Agreement, as set forth above, and does not constitute the establishment of a precedent, custom, practice, binding working condition as to the interpretation, enforcement, or application of the Parties' Bargaining Agreement, or any situation or circumstance other than the matter specifically addressed in this LOA. Neither the College nor the Faculty Forum is obligated to make an accommodation or exception as to the enforcement or application of the provisions or conditions therein based on this LOA.
5. If the implementation of this LOA requires a waiver or temporary modification of the terms and conditions of the current Parties' Bargaining Agreement, the Parties agree to such waiver or temporary modification to the extent necessary in order to implement this LOA.
6. To the extent that this LOA conflicts with the terms of the Parties' Bargaining Agreement, this LOA shall control the extent of such inconsistency or conflict.
7. Except in an action to enforce the terms of this LOA, this LOA shall not be relied upon or otherwise asserted by either the College or the Faculty Forum in any subsequent proceeding or litigation between them.

College 

Union 

APPENDIX N**MEMORANDUM – ATERNATE ARBITRATORS****Memorandum of Understanding****Between****The Faculty Forum of Schoolcraft College And
Schoolcraft College**

Pursuant to Article XI Section 3.E.3., this memorandum lists the alternate arbitrators who may be selected if an arbitrator is removed from the permanent panel by either the Forum or the College during the 2024-2027 agreement.

If the College removes an arbitrator from the panel, the Faculty Forum will select a replacement arbitrator from its list of alternates.

If the Forum removes an arbitrator from the panel, the College will select a replacement arbitrator from its list of alternates.

Faculty Forum Alternates

1. Patrick McDonald
2. Ruth Kahn
3. Richard Block
4. George Roumell
5. Mark Glazer

Schoolcraft College Alternates

1. Alan Kanter
2. LeRoy Bartman
3. Ken Frankland
4. Michael Long
5. Steve Schwartz

For the College:

College 

For the Faculty Forum:

Union 

APPENDIX O

LETTER OF AGREEMENT - NURSING

Letter of Agreement

Between

Schoolcraft College and the

Faculty Forum

Re: Agreement to explore the existence, description, status and placement of positions within the college's organizational structure

This Letter of Agreement (Nursing LOA) is entered into between the Schoolcraft Community College District Board of Trustees (College) and the Faculty Forum of Schoolcraft College (the "Faculty Forum") (hereinafter referred to as the Parties) who agree as follows:

WHEREAS, the College and the Faculty Forum have been engaged in negotiations regarding the "Agreement between the Board of Trustees of the Schoolcraft College District and the Faculty Forum of Schoolcraft College August 2021 to August 2024" (Collective Bargaining Agreement);

WHEREAS, Appendix P of the 2021 to 2024 Collective Bargaining Agreement between the Parties memorialized job duties of five employment positions in the College's Nursing Department and Health Professions;

WHEREAS, both Parties acknowledge that supporting student success, while ensuring institutional effectiveness, is paramount to the College's mission, and that meeting this mission is within the interest of both the College and the Faculty Forum;

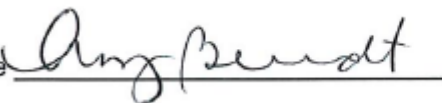
WHEREAS, both Parties recognize a need to explore the existence, description, status and placement of positions within the College's organizational structure within the above stated acknowledgement; and

WHEREAS, the Parties also agree that the Nursing Department has had a recent change in leadership and the Parties want to ensure that any changes are successful, are supported by the Department, and aligned with the ACEN and available College resources.

NOW THEREFORE, in consideration of the foregoing and the mutual covenants and agreements herein contained, the Parties hereby agree to the following:

1. The Nursing Resource Committee shall be created and comprised of the following or their designee:
 - a. The Associate Dean of Nursing (chairperson)
 - b. The Chief Academic Officer
 - c. The Chief Contract Steward
 - d. The Nursing Faculty Representative
 - e. A representative from the current faculty holding the positions described in Appendix P
 - f. The Chief Human Resources Officer
2. The Committee may consult with current employees performing these duties, who are required to respond.
3. Between September 1, 2024, and December 31, 2024, the Goal of the Nursing Resource Committee shall be to determine the College's needs in this space and develop a solution that supports student success, aligns with the College's organizational structures and resources, and meets accreditation standards. Steps to meet this Goal shall include:
 - a. Review the positions descriptions in Appendix P;
 - b. Determine the job duties necessary to support student success;
 - c. Determine the work schedule necessary for the job duties (e.g., hours per week, and weeks per year);
 - d. Determine the status of the positions;
 - e. Determine other terms and conditions of employment including compensation; and

- f. Create a transition plan for implementation for any potentially agreed to resolution.
4. If it is determined that the Committee will not be able to complete their Goal within the assigned timeframe, the President of the Faculty Forum and the Chief Academic Officer shall confer within 30 days of the December 31, 2024 deadline to determine the appropriate course of action.
5. Positions in Appendix P to the Parties 2021/2024 Collective Bargaining Agreement (Nursing Resource Instructor, Nursing Skills Lab Resources Instructor, Nursing Skills Lab Instructor, Health Professionals Simulation Lab Resource Instructor, and the Health Professional Simulation Lab Instructor) will continue to be employed under the terms and conditions in place on August 22, 2024, until either a new LOA replaces this one or on August 19, 2027.
6. The Committee shall use Robert's Rules of Order in the conduct of its business.
7. This Nursing LOA is a single and one-time exception to the conditions and covenants within the Parties' Bargaining Agreement, as set forth above, and does not constitute the establishment of a precedent, custom, practice, binding working condition as to the interpretation, enforcement, or application of the Parties' Bargaining Agreement, or any situation or circumstance other than the matter specifically addressed in this LOA. Neither the College nor the Faculty Forum is obligated to make an accommodation or exception as to the enforcement or application of the provisions or conditions therein based on this LOA.
8. If the implementation of the Nursing LOA requires a waiver or temporary modification of the terms and conditions of the current Parties' Bargaining Agreement, the Parties agree to such waiver or temporary modification to the extent necessary in order to implement this LOA.
9. To the extent that the Nursing LOA conflicts with the terms of the Parties' Bargaining Agreement, this LOA shall control the extent of such inconsistency or conflict.
10. Except in an action to enforce the terms of the Nursing LOA, this LOA shall not be relied upon or otherwise asserted by either the College or the Faculty Forum in any subsequent proceeding or litigation between them.
11. This Nursing LOA shall expire either when a new LOA replaces it or August 19, 2027.

College 

Union 

APPENDIX P**LETTER OF AGREEMENT – NURSING STAFFING****Letter of Agreement****Between****Schoolcraft College and the****Faculty Forum****Re: Nursing Staffing**

This Letter of Agreement (Nursing Staffing LOA) is entered into between the Schoolcraft Community College District Board of Trustees (College) and the Faculty Forum of Schoolcraft College (the “Faculty Forum”) (hereinafter referred to as the Parties) who agree as follows:

WHEREAS, the College and the Faculty Forum have been engaged in negotiations regarding the “Agreement between the Board of Trustees of the Schoolcraft College District and the Faculty Forum of Schoolcraft College August 2021 to August 2024” (Collective Bargaining Agreement);

WHEREAS, some Part-Time Nursing faculty currently hold more than one of the following part-time positions, including but not limited to, Part-Time Instructor, Part-Time Clinical Instructor, and those positions noted in the Nursing LOA;

WHEREAS, both Parties acknowledge that this creates unintended and problematic consequences including but not limited to the expectations of workload, staffing, and student learning outcomes; and

WHEREAS, both Parties agree to collaborate to resolve this problem in the manner stated below.

NOW THEREFORE, in consideration of the foregoing and the mutual covenants and agreements herein contained, the Parties hereby agree to the following:

1. The Nursing Staffing Committee shall be created and comprised of the following or their designee:
 - a. The Associate Dean of Nursing
 - b. The Chief Academic Officer (chairperson unless otherwise designated)
 - c. The Chief Contract Steward
 - d. The Nursing Faculty Representative
 - e. A Part-Time Nursing Instructor
 - f. The Chief Human Resources Officer
2. Between January 1, 2025, and December 31, 2025, the Nursing Staffing Committee shall determine a solution to the unintended and problematic consequences due to individuals holding multiple positions. Steps to meet this shall include:
 - a. Identify the current problems and consequences;
 - b. Prioritize the results of item a;
 - c. Explore solution(s);
 - d. Select the appropriate solution(s); and
 - e. Create an implementation plan for any identified solution(s), that would include any necessary documents.
3. Until this LOA expires, Part-Time Nursing faculty holding more than one position will be limited to a maximum of thirty (30) contact/clock hours per semester/session between all positions combined. The contractual limits for each position remains in effect. This does not constitute a waiver related to any practice by the College with respect to part-time Nursing faculty holding multiple positions.
4. The Committee shall use Robert’s Rules of Order in the conduct of its business.
5. This Nursing Staffing LOA is a single and one-time exception to the conditions and covenants within the Parties’ Bargaining Agreement, as set forth above, and does not constitute the establishment of a precedent, custom, practice, binding working condition as to the interpretation, enforcement, or application of the Parties’ Bargaining Agreement, or any situation or circumstance other than the matter

specifically addressed in this LOA. Neither the College nor the Faculty Forum is obligated to make an accommodation or exception as to the enforcement or application of the provisions or conditions therein based on this LOA.

6. If the implementation of the Nursing Staffing LOA requires a waiver or temporary modification of the terms and conditions of the current Parties' Bargaining Agreement, the Parties agree to such waiver or temporary modification to the extent necessary in order to implement this LOA.
7. To the extent that the Nursing Staffing LOA conflicts with the terms of the Parties' Bargaining Agreement, this LOA shall control the extent of such inconsistency or conflict.
8. Except in an action to enforce the terms of the Nursing Staffing LOA, this LOA shall not be relied upon or otherwise asserted by either the College or the Faculty Forum in any subsequent proceeding or litigation between them.
9. This Nursing Staffing LOA shall expire either when a new LOA replaces it or August 19, 2027.

College 

Union 

APPENDIX Q**LETTER OF AGREEMENT – SCAWARE REPORTING****Letter of Agreement****Between****Schoolcraft College and the****Faculty forum**

Re: SC Aware Reporting – Request for Information

This Letter of Agreement (LOA) is entered into between the Schoolcraft College Board of Trustees (College) and the Faculty Forum of Schoolcraft College (the “Faculty Forum”) (collectively, the Parties) who agree as follows:

WHEREAS, the College and the Faculty Forum have been engaged in negotiations to modify the “Agreement between the Board of Trustees of the Board of Trustees of Schoolcraft College and the Faculty Forum of Schoolcraft College August 2021 to August 2024” (Collective Bargaining Agreement);

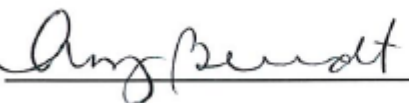
WHEREAS, the Faculty Forum presented in negotiations their Proposal #14 (SC Aware Reporting);

WHEREAS, the Faculty Forum proposed that the College communicate the outcome(s) of SC Aware reports to applicable Faculty upon request;

WHEREAS, both Parties have agreed to address the above through this LOA;

NOW THEREFORE, in consideration of the foregoing and the mutual covenants and agreements herein contained, the Parties hereby agree to the following:

1. The College shall create an outcome reporting template which may contain, as appropriate: the case type, a party’s identifying information, and outcomes.
2. The College’s outcome reporting template shall be shared with the Faculty Forum President by October 31, 2024.
3. The above mentioned Outcome Report shall be available to the faculty member, who was either the complainant or respondent, when the Case is completed.
4. This LOA is a single and one-time exception to the conditions and covenants within the Parties’ Bargaining Agreement, as set forth above, and does not constitute the establishment of a precedent, custom, practice, binding working condition as to the interpretation, enforcement, or application of the Parties’ Bargaining Agreement, or any situation or circumstance other than the matter specifically addressed in this LOA. Neither the College nor the Faculty Forum is obligated to make an accommodation or exception as to the enforcement or application of the provisions or conditions therein based on this LOA.
5. If the implementation of this LOA requires a waiver or temporary modification of the terms and conditions of the current Parties’ Bargaining Agreement, the Parties agree to such waiver or temporary modification to the extent necessary in order to implement this LOA.
6. To the extent that this LOA conflicts with the terms of the Parties’ Bargaining Agreement, this LOA shall control the extent of such inconsistency or conflict.
7. Except in an action to enforce the terms of this LOA, this LOA shall not be relied upon or otherwise asserted by either the College or the Faculty Forum in any subsequent proceeding or litigation between them.
8. This LOA shall expire upon the completion of the Parties’ Bargaining Agreement.

College 

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