

Letter of Agreement (LOA) by and between
Lansing Community College
and
Lansing Community College – Michigan Association for Higher Education
January 30, 2018

Lansing Community College and Michigan Association for Higher Education agree that the following provisions of their 2017-2020 collective bargaining agreement are inaccurately reflected in the printed copies of this agreement, due to proofreading errors. Accordingly, the parties have agreed to enter into this LOA to communicate accurate versions of these provisions to College Administrators and MAHE members.

The correct versions are listed below, and the corrected areas are reflected in red font.

ARTICLE XIII. Employment Practices

A. Probationary Contracts

1. A full-time bargaining unit member on a probationary contract shall be notified in writing by February 15 if the member is not to be offered a contract for the next academic year.
2. Non-renewal of a probationary contract shall not be subject to any just cause provision of this Agreement and shall not be grievable.

ARTICLE XIV. Faculty Performance Reviews and Professional Development

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I. Standards for Change in Status

5. Associate Continuing Contract Academic Professional

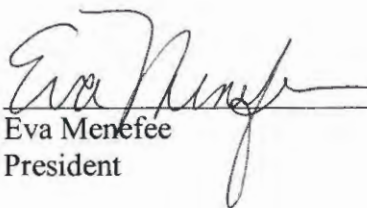
b. The criteria for Associate Continuing Contract Academic Professional Faculty status are:

- 1) The member has not been denied Associate Continuing Contract Academic Professional status within the previous academic year due to lack of a positive recommendation by the Peer Review Committee, Supervising Administrator, and/or concurrence by the Provost or designee;
- 2) Attainment of at least the degree then required for hire into the job title in which the faculty member is working;
- 3) Satisfactory completion of 36 months of part-time work at the College as an academic professional involving a cumulative total of 2,304 clock hours, at least half of which must have been in (or transferred by reorganization to) the member's current department and at least 576 of which must have been performed within the last three years;

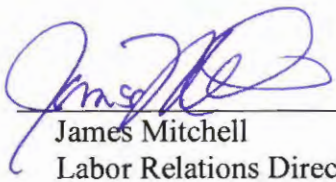
- 4) Successful completion of 20 hours of approved professional development activities, which may include the 12-week Transforming Learning Through Teaching seminar provided by the Center for Teaching Excellence (CTE) or other CTE workshops. The 20 hours of professional development activities must be approved by the member's immediate supervisor. Thus, members are encouraged to seek pre-approval.

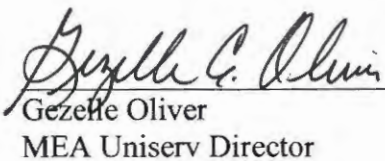
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Lansing Community College –
Michigan Association for Higher Education


 2/2/18
Eva Menefee Date
President

Lansing Community College

 2/2/18
James Mitchell Date
Labor Relations Director

 2/21/18
Gezelle Oliver Date
MEA Uniserv Director

 2/21/18
Lori Willett Date
Human Resources Manager

 2-22-18
William Feldpausch Date
Grievance Chair