

Memorandum of Understanding
Between
Grand Rapids Community College
And
Grand Rapids Community College Faculty Association

This Memorandum of Understanding (“MOU”) is made by and between Grand Rapids Community College (“College”) and the Grand Rapids Community College Faculty Association (collectively, “the Parties”), for the purpose of providing additional compensation for the College’s Athletic Coaches:

The Parties mutually agree as follows:

1. The Parties’ collective bargaining agreement (“contract”) contains an Appendix (“Appendix D”) setting forth, *inter alia*, compensation rates for Athletic Coaches.
2. Appendix D provides that, generally, “[h]ead coaching compensation will be paid over Fall and Winter semesters as follows: [1] 80% in the semester of the official competition, and [2] 20% in the other academic year semester.”
3. Appendix D further provides that, generally, “[a]ssistant coaching compensation will be split fifty percent (50%) in Fall semester and fifty percent (50%) in Winter semester.”
4. Appendix D also provides that “Basketball Head and Assistant coaching compensation will be split fifty percent (50%) inf Fall semester and fifty (50%) in Winter Semester.”
5. The Compensation for Athletic Coaches contained within Appendix D was negotiated and agreed upon by the Parties during their most recent collective bargaining cycle. However, the Parties also recognized at that time that the College was scheduled to move to a new athletic conference with the potential for additional travel requirements for Athletic Coaches. Consequently, the Parties agreed to study the potential impact of such additional travel and negotiate regarding additional compensation for Athletic Coaches relating to same.
6. As a result of the Parties’ study of additional travel requirements, the Parties have agreed that the College will provide additional compensation for Athletic Coaches.
7. Pursuant to the Parties’ Agreement, additional compensation will be provided to Athletic Coaches as follows for the 2023-24 academic year:

- A. Athletic Coaches (excepting Basketball Coaches) will receive a one-time payment on the first pay date for adjunct faculty and overload payments during the semester in which official competition takes place, pursuant to the following schedule:
 - i. Coaches who were employed by the College and coached in official competitions during the 2022-23 academic year will receive:
 - One Thousand, Two Hundred Dollars (\$1,200) for Head Coaches.
 - Six Hundred Dollars (\$600) for Assistant Coaches.
 - ii. Coaches who were not employed by the College and/or did not coach in official competitions during the 2022-23 academic year will receive:
 - Six Hundred Dollars (\$600) for Head Coaches.
 - Three Hundred Dollars (\$300) for Assistant Coaches.
 - B. Basketball Coaches will receive a one-time payment on the first pay date for adjunct faculty and overload payments for the Fall 2023 Semester, pursuant to the following schedule:
 - i. Basketball Coaches who were employed by the College and coached in official competitions during the 2022-23 academic year will receive:
 - One Thousand, Three Hundred Dollars (\$1,300) for Head Coaches.
 - Six Hundred Dollars and Fifty Dollars (\$650) for Assistant Coaches.
 - ii. Basketball Coaches who were not employed by the College and/or did not coach in official competitions during the 2022-23 academic year will receive:
 - Six Hundred and Fifty Dollars (\$650) for Head Coaches.
 - Three Hundred and Twenty-Five Dollars (\$325) for Assistant Coaches.
8. Pursuant to the Parties' Agreement, additional compensation will be provided to Athletic Coaches as follows for the 2024-25 academic year:
- A. Athletic Coaches (excepting Basketball Coaches) will receive a one-time payment on the first pay date for adjunct faculty and overload payments during the

semester in which official competition takes place, pursuant to the following schedule:

- i. Head Coaches will receive Six Hundred Dollars (\$600).
- ii. Assistant Coaches will receive Three Hundred Dollars (\$300).

B. Basketball Coaches will receive a one-time payment on the first pay date for adjunct faculty and overload payments for the Fall 2024 Semester, pursuant to the following schedule:

- i. Head Coaches will receive Six Hundred and Fifty Dollars (\$650).
- ii. Assistant Coaches will receive Three Hundred and Twenty-Five Dollars (\$325).

9. In order to qualify for the any payment referenced in Sections 7 or 8 of this MOU, an Athletic Coach must be employed by the College as of the date scheduled for issuance of any such payment.

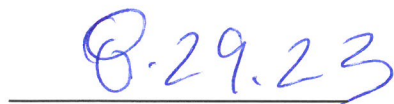
10. This MOU shall not alter or amend the contract in any way except as specified herein.



Frank Conner
President, Faculty Association



Sheila Jones
Interim Provost



Date

August 30, 2023

Date