For the purpose of settling a new collective bargaining agreement between the Board of Trustees of the Community College District of the County of Macomb and Macomb Community College Faculty Organization the parties agree as follows:

APPENDIX A  \hspace{1.5cm} FACULTY SALARY SCHEDULE


ARTICLE XXIII  \hspace{1.5cm} INSURANCE

E. Medical Care Plan

1. Effective January 1, 2010 2014, the Board shall provide each teacher with the following options in selecting health care coverage or a cash benefit in lieu of such coverage:

   a. A PPO option such as Michigan Blue Cross/Blue Shield of Michigan (BCBSM) Community Blue PPO with the $10 generic/$40 brand-name co-pay Preferred a prescription drug rider. The plan design will be with plan option design as developed by the Health Care Coalition and College;

   b. An HMO option such as Health Alliance Plan (HAP) with plan option design as developed by the Health Care Coalition and the College;

   c. $2200 per year payable in bi-weekly installments (proof of insurance is required for this option). This benefit is subject to future negotiation by the Health Care Coalition and College and may be subject to reallocation into other employee benefit areas.

   d. Other options may be offered if the Health Care Coalition and the College agree.

All selections for calendar year 2009 2013, as well as the respective Board and faculty contribution amounts for the option selected, shall remain in effect through December 31, 2009 2013. The contribution paid by faculty members following the effective date of this agreement will be subject to the requirements of Public Act 152.

The references in the Article to the proprietary names and plans provided by BCBSM and HAP are intended to serve as benchmarks. Notwithstanding these references, the Board and MCCFO, by
mutual agreement, may substitute a different plan(s) and a different provider(s) for 2010-2014 or for succeeding years based on the recommendations of the Health Care Coalition and College.

2. The coverage for which the Board will contribute under the foregoing may be, at the teacher’s option, protection for (1) self alone, or (2) self and family, including only spouse and eligible children nineteen (19) years of age and under, or (3) group coverage for qualified children over nineteen (19) years of age with the additional premium charge, if any, for such coverage to be paid by the teacher as a payroll deduction. However, the Board shall not be required to pay for two kinds of coverage for any teacher, either as a subscriber or dependent. For a newly enrolling teacher, coverage shall begin after the prescribed waiting period of the provider selected.

3. The Board’s annual contribution toward the premium for the coverage selected under the health care coverage options shall be subject to the requirements of Public Act 152. Each year Human Resources will make the faculty aware of the Board’s decision during open enrollment. BCBSM options shall be an amount equal to its annual contribution in the preceding year for the Community Blue PPO (with a $10 generic/$40 brand-name co-pay Preferred Prescription drug rider) for the coverage selected plus one-half of the increase in the premium for the Community Blue PPO with a $10 generic/$40 brand-name co-pay Preferred Prescription drug rider for the coverage selected. The teacher shall pay the balance of the premium through payroll deduction. In each succeeding year, the Board’s annual contribution toward the premium for coverage selected under the BCBSM options shall equal its annual contribution in the preceding year for the coverage.

**Article XII.C. Hour Load**

Variations in hour load as described hereafter can be arranged by agreement between the teacher and his instructional supervisor.

1. Classroom teachers
   a. For purposes of computing hour load, one credit hour shall be equal to one equated hour except as specified below:
   b. A teacher shall teach no less than fourteen (14) fifteen (15) and no more sixteen (16) equated hours per semester. However, during the spring/summer and fall semesters, a teacher in an over staffed area may reserve one of his spring/summer selections and/or up to two fall extra-contractual selections to apply in fulfilling the regular workload requirement for the winter semester. If these reserved credit hours are not used to fulfill the regular workload requirements, the teacher will be compensated for them at their appropriate rates as provided in Article XIV. The banking option may be exercised only one time during the term of this agreement.
   i. If a teacher’s desired course selection brings him/her to between fourteen (14) and fourteen point five (14.5) equated hours, and he/she does not desire extra-contractual classes, the teacher will be given the option to fulfill base load by electing up to a one (1) equated hour assignment in the learning center to bring the teacher’s base load to fifteen (15) equated hours. This option will obligate a faculty member to a two-hour assignment each week as described in C.1.iv below.
ii. If a teacher’s desired course selection brings him/her to between fourteen point six (14.6) and fourteen point nine (14.9) equated hours, and he/she does not desire extra-contractual classes, the teacher will be given the option to fulfill base load by electing up to a point four (0.4) credit assignment in the learning center to bring the teacher’s base load to fifteen (15) equated hours. This option will obligate a faculty member to a one-hour assignment each week as described in C.1.iv below.

iii. If a teacher exercises this option, he/she may not elect extra contractual courses in the same semester.

iv. The requirements of this assignment are as follows:
   1. The teacher would be available in the learning center one or two hours per week, as determined in C.1.i and ii above, to assist students with learning in his/her discipline.
   2. The hours would be scheduled at the beginning of the semester and would be confined to the hours when the learning center is open.
   3. The hours would be the same for the entire semester.
   4. A teacher electing this option could hold student assistance hours in a studio or laboratory (but not a faculty office) if his/her associate dean approves the arrangement.

ARTICLE XIV EXTRA CONTRACTUAL, SUPPLEMENTAL, SPRING/SUMMER AND REASSIGNED TIME ASSIGNMENTS.

A.

4. A teacher may select extra-contractual assignments within the limits of availability, but shall be limited to twenty-two (22) equated hours annually, and no more than ten (10) equated hours in any one term.

7. The limitations of A.4 above may be exceeded by the following options:

   a. If an extra-contractual load is below the annual limit or the term limit and the selection of an additional class would cause either of those limits to be exceeded, then that class may be selected. The amount by which this selection exceeds the limits of A.4 above shall be paid at the maximum of the part time rate (referred to as the XXC rate). This option may be exercised only one time annually. In addition, a faculty member may select one additional class per semester (unless the class is two equated hours or under and then a teacher may select up to two per semester) until the teacher reaches an additional twelve (12) extra contractual equated hours per academic year. These equated hours will be paid at the XXC rate. In other words, a full-time teacher may select the current annual load of twenty-two (22) extra equated hours per year plus an additional load of twelve (12) equated hours. The twenty two (22) extra equated hours are limited by the load limitations as set forth in A.4 and A.7.a. above. The twelve (12) additional XXC equated hours are limited to one additional class per semester (except those classes that are two equated hours and under as noted above). The first twenty two (22) extra equated hours will be paid at the current 1/51 of a full-time teacher’s base pay. The additional twelve (12) extra equated hours will be paid at the maximum adjunct faculty rate. This provision raises the allowable extra equated hours from twenty two (22) to thirty four (34) per academic year (22 at the regular extra equated hour rate and 12 at the XXC rate). Also, if a faculty member does not teach an XXC class in either the fall or winter semester, that faculty member may select two summer courses and be paid at the XXC rate as long as the twelve (12) equated hour XXC maximum is not exceeded.
b. If an extra-contractual load limit is below the term limits and the selection of additional classes would cause the term limits to be exceeded, then those classes may be selected. The amount by which these selections exceed the limits of A.4 above shall be paid at the maximum part-time rate. The equated hours that a class goes over A.4 above will count toward the 12 total XXC equated hours a teacher may select each academic year. A teacher who goes over with a selection may still select one additional XXC class year per semester as long as the annual load limit of 12 XXC is not exceeded.

ARTICLE XII    TEACHER’S REGULAR WORKLOAD AND CLASS SIZE

B.10.

a. Faculty who are trained or in the process of training to teach on-line classes before April 19, 2013 (and successfully complete the training), will continue to be allowed to select as many on-line classes as they desire to fulfill their base-load and/or extra contractual limits.

b. Faculty who train to teach on-line on or after April 20, 2013, will select two on-ground classes as part of their base load. Faculty may then select on-ground or on-line courses to complete their base load and extra contractual selections.

c. Faculty who are trained and do not teach any on-line classes during seven consecutive academic years must successfully complete re-training before selecting an on-line class.

ARTICLE IV     CONDITIONS OF EMPLOYMENT

D.

6. The minimum educational requirement for academic advisors shall be a bachelor’s degree in an appropriate discipline in the appropriate field of study to be determined by a committee of faculty and administrators.

All other terms of the contract in place for years 2011-2013 will remain in effect through academic year 2017-2018 except as provided through this tentative agreement.

MACOMB COMMUNITY COLLEGE

Denise Williams, VP for Human Resources

James Sawyer, Provost

MACOMB COMMUNITY COLLEGE FACULTY ORGANIZATION

Dawn Roberts, President MCCFO

Marty Sirowatka, Chief Negotiator, MCCFO

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