

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this 10 day of October, 2013 by and among the Maricopa County Community Colleges District ("MCCCD") and the Faculty Association ("Faculty"), and hereafter referred to jointly as "the parties."

1. The parties have entered into a successor Residential Faculty Policy Manual, ratified by the Faculty Association on August 16, 2013 and approved by the MCCCD Governing Board on September 24, 2013, a copy of which is attached hereto.
2. The parties utilize the Meet and Confer process to articulate agreement regarding change with respect to responsibilities, wages, governance, benefits, and all other terms and conditions of Residential Faculty employment. Three items agreed to by the parties during the process leading to the successor agreement were inadvertently omitted from the final document.
3. For the purposes of the interpretation of the Residential Faculty Policies effective October 1, 2013, the parties hereby agree that the following language shall be considered to be a part of the policies and the policies shall be considered amended to include the following language (added language is shown in italics).

### 1.2. Definitions

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#### **College Staffing Advisory Committee**

The College Staffing Advisory Committee consists of the appropriate instructional administrator and at least four (4) Faculty appointed by the Faculty Senate President. The instructional administrator will be a nonvoting member of this committee.

The College Staffing Advisory Committee will consult with Department/Division Chairs and other appropriate personnel in order to make recommendations on the staffing of Faculty positions. The committee's recommendations will be delivered to the College President.

*Relevant data related to the college will be provided to the committee by the appropriate college personnel as requested by the College Staffing Advisory Committee. Relevant data includes, but is not limited to, the residential/adjunct ratio by discipline, the FTTE/FTSE ratio by discipline, FTSE by discipline, headcount by discipline, and the number of budgeted residential faculty lines at the college.*

#### **Peer Assistance and Review Committee**

*The Peer Assistance and Review Committee (PARC) consists of the appropriate instructional administrator and at least four (4) trained, appointive Faculty appointed by the Faculty Senate*

President in collaboration with the appropriate college Vice President. The Peer Assistance and Review Committee (PARC) will evaluate all Probationary Faculty Individual Development Plan (IDP) reports and make recommendations to the College President related to the renewal of the probationary appointment, and when appropriate, the granting of appointive status.

**Individual Development Plan (IDP)**

The Individual Development Plan (IDP) is an annual professional growth process through which probationary Faculty document their instructional expertise, service to the department/division, college, and district, and professional development. The IDP report is evaluated by the Peer Assistance and Review Committee (PARC) and is the basis for recommendations related to probationary contract renewal and appointive status.

4. Term of Memorandum. This MOU shall remain in full force and effect from the date below until June 30, 2014 or until modified or terminated by a written document signed by the parties, whichever occurs first. This MOU can only be extended past June 30, 2014 by written agreement signed by the parties

Faculty Association

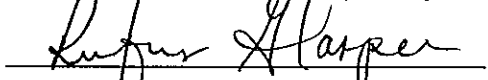


President

10/9/13

Date

Maricopa County Community Colleges District



Chancellor

10/9/13

Date