

3.15.6.3. Retraining

3.15.6.3.1. Appointive Faculty identified for layoff, who are not transferred per Section 3.15.6.2. above are eligible to be retrained as described hereafter,

3.15.6.3.2. The committee identified in 3.15.6.1. will seek to determine what additional coursework or other training will be required for the faculty member to become qualified in an Under-Ratio FSA selected by the Residential Faculty member.

3.15.6.3.3. If the committee determines that it is feasible for the Residential Faculty Member to become qualified in the selected Under-Ratio FSA within 12 months of the scheduled date of the layoff and the Residential Faculty member is willing to pursue retraining, the committee will submit a training plan to the Vice Chancellor [for](#) Human Resources for review. The Vice Chancellor, upon verifying the plan will result in the Residential Faculty member becoming qualified in an Under-Ratio FSA, will approve the plan and notify the committee, the [Executive](#) Vice Chancellor of Academic Affairs and Provost, and the College President of the college where the Residential Faculty member will transfer upon becoming qualified in the Under-Ratio FSA.

3.15.6.3.4. If the Residential Faculty member has not become qualified in the selected Under-Ratio FSA by the scheduled layoff date at the college, the Residential Faculty member will be placed on a [retraining leave](#) for up to 12 months, after the Residential Faculty member expresses intent to complete the retraining plan.

3.15.6.3.5. A Residential Faculty member's salary and benefits during any [retraining leave](#), shall be funded entirely by Faculty Professional Growth funding.

3.15.6.3.6. The benefits and obligations for [retraining leave](#), shall be the same as those described in [A.1.1.](#), [A.4.6.](#), [A.4.7.5.](#), [A.4.7.9.](#), [A.4.7.10.](#), [A.4.8.](#), and [A.4.9.](#)

3.15.6.3.7. Upon becoming qualified in the selected Under-Ratio FSA, the Residential Faculty member will transfer into the selected Under-Ratio FSA at the previously identified college pursuant 3.15.6.2.2.

3.15.6.3.8. If the retrained Residential Faculty member fails to become qualified in the Under-Ratio FSA, the member shall then be subject to layoff and will be required to repay the salary paid to the member during the [retraining leave](#). If the retrained member obtains retraining and is placed in the Under-Ratio FSA but works less than two (2) academic years in the Under-Ratio FSA after retraining, the member will be required to repay the salary paid during the [retraining leave](#).

3.15.8. Effect of Layoff.

3.15.8.1. Employment.

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Residential Faculty scheduled for layoff who do not transfer to another college or accept a [retraining leave](#) will be laid off pursuant to this policy and are deemed separated from service with MCCC effective June 30 of the current fiscal year. Eligible employees shall be paid for accrued but unused sick leave pursuant to [Appendix B \(4\)](#).

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