

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (MOU) is entered into this 13 day of July, 2016 by and among the Maricopa County Community College District (MCCCD) and the Faculty Association (Faculty), hereafter referred to jointly as "the parties."

1. For the term of this agreement, the parties agree that the provisions of the Residential Faculty Policies (RFP) §3.15.4. (see below) may be utilized in advance of submission of a formal Reduction in Force plan. In addition, if during the Reduction in Force Decision Making Process outlined in RFP §3.15.3. the participants described in §3.15.3.1. reach consensus on a solution that precludes the need for submission of a Reduction in Force plan, then the Decision Making Process may conclude without a Reduction in Force plan.

**3.15.4. Alternatives to a Reduction in Force**

**3.15.4.1.** Formal solicitation of voluntary retirements of Residential Faculty members in the FSA, in inverse order of potential layoff [see RFP §3.15.5.2.]

**3.15.4.2.** Moving one or more Residential Faculty in the affected FSA to a secondary FSA at the college in which the faculty member is qualified. The secondary FSA would become the primary FSA for the affected faculty member in the subsequent year

**3.15.4.3.** Voluntary transfers of one or more Residential Faculty members in the affected FSA to vacant faculty positions at other colleges pursuant to [RFP] Section 3.14.2

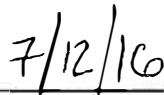
**3.15.4.4.** Multiple college assignments to include day and evening assignments

2. This MOU shall remain in full force and effect from the date above until June 30, 2017 or until modified or terminated by a written document signed by both parties, whichever occurs first. This MOU can only be extended past June 30, 2017 by written agreement signed by both the parties.

**Faculty Association President**



Robert Soza

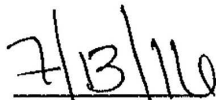


Date

**Maricopa County Community College District**



Vice Chancellor for HR



Date