

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this 23 day of April, 2014 by and among the Maricopa County Community College District ("MCCCD") and the Faculty Association ("Faculty"), hereafter referred to jointly as "the parties."

1. During the 2012-2013 Meet and Confer process, the parties negotiated a new Section of the Residential Faculty Policy Manual ("RFP"), Section 3.5. (New) *Probationary Faculty Peer Assistance and Review*, which goes into effect on July 1, 2014 for Probationary Faculty members.
2. The parties wish to clarify the effect of this new language and process on those Residential Faculty members who are scheduled to complete the five year probationary period, as defined in the definition of *Residential Faculty* in Section 1.2. of the RFP, at the completion of the 2014 Fall Semester.
3. For the purposes of the interpretation of the Residential Faculty Policies from now until January 1, 2015, 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.

"Effect of Section 3.5. (New) Probationary Faculty Peer Assistance and Review, on Current Fifth-Year Residential Faculty.

Section 3.5 (*New) Probationary Faculty Peer Assistance and Review*, when it goes into effect on July 1, 2014, will not apply to those Residential Faculty members who are scheduled to complete their five-year probationary period at the end of the Fall semester of 2014. Such faculty members will be required to complete an FEP as described in current Section 3.5 *Faculty Evaluation Plan (FEP) for Instructional Improvement*, which Section will apply to these faculty members. Faculty who successfully complete their five-year probationary period at the end of the Fall Semester of 2014 (meaning those members who are not non-renewed or whose probationary period is extended per Section 3.10.) will be awarded Appointive status as described in RFP Section 1.2 *Residential Faculty*."

4. Term of Memorandum. This MOU shall remain in full force and effect from the date below until January 1, 2015 or until modified or terminated by a written document signed by the parties, whichever occurs first. This MOU can only be extended past January 1, 2015 by written agreement signed by the parties.

Faculty Association

Patricia Mankus

President

4-23-14

Date

Maricopa County Community College District

[Signature]

Vice Chancellor for HR

4/23/14

Date