

**Memorandum of Understanding
#2011-02**

RE: Seniority Status of Full-Time Faculty Member Leaving Chair Position

This agreement is made by and between:

The North Central State College Board of Trustees (hereafter, "College") and the North Central State Faculty Association – American Association of University Professors (hereafter, "NCSFA-AAUP") together collectively (hereafter, "Parties").

It is agreed that the following shall apply regarding the seniority status of a full-time faculty member who accepts the position of department chair and subsequently moves back to a full-time faculty position:

- If returned to full-time faculty position, faculty contract will reinstate and continue from point prior to moving to Chair.
- If faculty member holds the status of non-probationary faculty upon return to the bargaining unit, length of continuous full time service at the College will be considered in determining seniority for a reduction in force.
- If faculty member holds the status of probationary faculty upon return to the bargaining unit, length of probationary service will be considered in determining seniority for a reduction in force.

Signed this 11th day of October, 2011 by the designated representatives of the Parties hereto in duplicated originals.

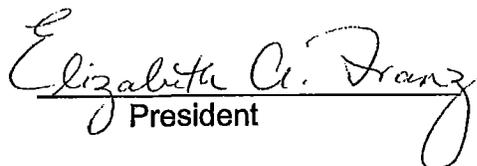
It is so agreed,

For the College

For the NCSFA-AAUP



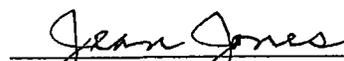
Vice President – Business &
Administrative Services



President



Director – Human Resources



Grievance and Contract
Administration Officer