



## Letter of Agreement

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Between: Bay de Noc Community College & Teachers' Education Association (M.E.A. Affiliate)  
Regarding: Nursing Lead Instructor Role  
Date: September 1, 2017

This Letter of Agreement serves as recognition that Bay de Noc Community College (Bay College) and the Teachers' Education Association (M.E.A. Affiliate) shall enter into mediated negotiations regarding the language of the College's Nursing Lead Instructor role as currently defined in Section 0101, Sub-Section H, of the 2017-2020 Master Agreement.

The parties agree to conduct the mediated negotiations during the 2017-18 academic year. A schedule for these discussions will be established by October 2, 2017, with an anticipated end date of March 1, 2018.

The parties agree that Mr. Don Maki, FMCS, shall be the mediator and serve as a neutral, third party monitor to ensure both parties negotiate in good faith to resolve differences in an equitable and fair manner.

The parties agree to a standing committee that includes the Dean of Nursing, the Vice President of Academic Affairs, the Chief Negotiator of the Teachers' Education Association, and the Allied Health Division Chair. The parties also agree that topical experts may be brought in as needed.

In the absence of any committee-recommended modifications to the Master Agreement, current contract language (Section 0101, Sub-Section H), as ratified for 2017-2020, shall continue in effect.

Any mediated agreement that results in recommended modifications to the Master Agreement shall be subject to ratification by the Board of Trustees and the Teachers' Education Association.

A handwritten signature in blue ink, appearing to read "Laura Glenn", written over a horizontal line.

President – Bay de Noc Community College

A handwritten signature in blue ink, appearing to read "Don Maki", written over a horizontal line.

President – Teachers' Education Association

A handwritten date "9/11/17" in blue ink, written over a horizontal line.

Date

A handwritten date "11 SEPTEMBER 2017" in blue ink, written over a horizontal line.

Date