

**Memorandum of Agreement between:  
the Rhode Island Council on Postsecondary Education (the administration)  
and the CCRI Faculty Association (the Union)**

**RE: Scaling up of seven-week courses**

Whereas, the parties agree that:

- A) Our primary mission is to offer recent high school graduates and returning adults the opportunity to acquire the knowledge and skills necessary for intellectual, professional, and personal growth through an array of academic, career, and lifelong learning programs.
- B) We strive to meet the wide-ranging educational needs of our diverse student population, building on our rich tradition of excellence in teaching and our dedication to all students with the ability and motivation to succeed.
- C) We strive to set high academic standards necessary for transfer and career success, champion diversity, respond to community needs, and contribute to our state's economic development and the region's workforce.
- D) The faculty, as subject matter experts and educators, are a vital part of students' educational success. We are desirous of collaborative labor relations and a successful relationship to serve our students, faculty, and institution.
- E) The parties are subject to a Collective Bargaining Agreement (CBA) that outlines the duties, rights, and responsibilities of faculty and administration.

Therefore, the parties will enter a pilot agreement for the 2024-25 academic year, during which the college is scaling up the use of 7 week sessions. The pilot agreement will run from September 2024 through May 2025. The parties will meet to discuss the outcomes of the increased scheduling of 7-week classes in May 2025. This does not preclude the parties from meeting, at the request of either party, to discuss progress or suggest adjustments that may need to be made during the academic year. During this time, the parties agree to the following:

- 1) Before being offered via a seven-week length, credit-bearing courses need to be approved by the department chair.
- 2) Faculty members can only be assigned seven-week courses if mutually agreed upon or if it is necessary to make their contractual load.

- 3) Faculty shall not be assigned more than two (2) courses within the second seven-week session of each semester, unless mutually agreed upon by the chair and faculty member.
- 4) Should any second seven-week course cancellations occur, the chair will work to find another course the faculty member can teach during that seven-week session. If course reassignment is not possible:
  - a. Faculty will be given alternative assignments for the session.
  - b. If another course assignment and an alternate assignment are not available, the canceled hours will contribute to the load calculation for courses that are initially part of the faculty's contractual load.
  - c. As referred to in items 4.a and 4.b above, initially is defined as five days before the first day of classes of the first seven-week session.
- 5) Any chair who schedules any 7-week courses in a given semester shall be paid an additional stipend of \$750 for that semester.
- 6) The Union agrees to withdraw the Unfair Labor Practice charge related to this case.
- 7) This agreement shall expire at the end of the current CBA between the parties.

For the Union:

\_\_\_\_\_

Date: \_\_\_\_\_

For the Council:

\_\_\_\_\_

Date: \_\_\_\_\_