

**AGENDA ITEM #IV-A
DECEMBER 15, 2020
HIGHLAND COMMUNITY COLLEGE BOARD**

**MEMORANDUM OF AGREEMENT BETWEEN
HIGHLAND COMMUNITY COLLEGE AND
ILLINOIS FEDERATION OF TEACHERS, AFT, AFL-CIO: LOCAL 1959 AND
HIGHLAND COMMUNITY COLLEGE FACULTY SENATE**

RECOMMENDATION OF THE PRESIDENT: It is recommended that the Highland Community College Board approves the attached Memorandum of Agreement with the Highland Community College Faculty Senate, Affiliated with AFT/IFT Local 1957, due to the appointment of Dr. Stephanie Eymann as the Interim Director of Nursing.

BACKGROUND: The resignation of the Associate Dean of Nursing and Allied Health has caused a need for a Master's prepared nurse to be identified to serve as the Director of Nursing. Dr. Stephanie Eymann meets the qualifications needed for this position and has expressed interest in serving in this capacity. Dr. Eymann will retain her status as a full-time Faculty member teaching no more than 11 credit hours and receiving release time for a minimum of eight and a maximum of nine hours per week for her duties as Director of Nursing. This agreement will begin on December 18, 2020, and end on May 22, 2021.

BOARD ACTION: _____

Approved 12/15/20

Memorandum of Agreement
Between
Highland Community College
and
Illinois Federation of Teachers, AFT, AFL-CIO; Local 1959
and
Highland Community College Faculty Senate

December 15, 2020

ISSUE:

This Memorandum of Agreement is entered into by the parties in order to temporarily fill a vacancy which has opened for the position of Director of Nursing.

AGREEMENT:

1. **Appointment:** Faculty member Dr. Stephanie Eymann, currently employed as a nursing full-time Faculty member, shall be appointed to and fulfill the duties of Director of Nursing. This shall be a temporary assignment commencing on December 18, 2020, and ending on May 22, 2021. For the duration of this term Dr. Eymann's supervisor for this position shall be the Vice-President of Academic Services. At the end of this term, Dr. Eymann shall have the choice to return as a nursing full-time Faculty member.
2. **Hours and Compensation:** It is agreed that Dr. Eymann shall divide her time between her current position and the position of Director of Nursing. During the term of the appointment she shall be assigned a teaching load not to exceed 11 contact hours per academic semester and she shall be given release time to devote a minimum of 8 and a maximum of nine hours per week in fulfillment of her duties as Director of Nursing. As compensation for her teaching and Director duties assigned above, Dr. Eymann shall receive compensation in the same manner as if teaching a full academic load and compensated for the resulting overload. She will receive 2.5% of the MA-0 base pay for each overload hour above 15 up to and including 18 contact hours and 2.75% of the MA-0 base pay for each overload hour above 18 up to and including 21 contact hours. She shall be entitled to any regular step and lane movements to which she would otherwise be eligible to receive as a full-time instructor.
3. **Employment Status:** Dr. Eymann shall maintain her status as a member of the Faculty Senate and shall be subject to all of the provisions and benefits contained in the collective bargaining agreement between the College and the Senate. She shall suffer no reduction in status and the term of the assignment shall be credited as ½ year of service towards any application of seniority.
4. **Director Duties:** The duties to be performed as Director of Nursing are attached. (Ex A)

The Senate, the IFT and Highland agree that this Memorandum of Agreement is entered into by the parties to fill this specific position for a set period of time and is done by mutual consent of the three parties. Each acknowledge that a unique set of circumstances necessitated this Memorandum and this Memorandum shall not constitute past practice for filling this position beyond the term specified above or when filling other open positions of the College including on an interim basis.

 12/5/20
Signature of Highland Representative / date

 12/14/2020
Signature of Faculty Senate President / date

 12/14/2020
Stephanie Eymann, DPN RN / date