

ARTICLE 28

CUSTOMIZED TRAINING

Section 1. Definitions.

Customized Training is defined as:

- All non-credit instruction with an occupational/professional focus offered to the general public, or
- All credit and/or non-credit instruction offered via contract to a specific customer.

Customized Training Faculty are those faculty who deliver instruction (as defined above) for no more than nine hundred and twenty five (925) hours in a fiscal year.

Section 2. Conditions of Employment.

Subd. 1. Customized training faculty shall be individually responsible for agreeing to all terms and conditions of employment. The wage Article 13 does not apply to customized training faculty.

Subd. 2. Customized training faculty assignments terminate at the end of the stated period and carry no implication of further employment.

Subd. 3. Customized training faculty do not accrue seniority rights. The seniority Article 21 does not apply to Customized training faculty.

Section 3. Limits. Bargaining unit members cannot assert seniority rights to customized training work.

Section 4. Rights to Interview for Staffing Customized Training Credit Courses

Subd. 1. Customized Training Credit Courses Subject to Interview Rights for Staffing.

Only courses for two (2) or more credits offered via a contract with a customer shall be subject to interview rights for staffing.

Subd. 2. Faculty Eligible for Right to Interview for Staffing Customized Training Credit Courses. Only qualified faculty members on layoff from or working less than 1.0 FTE at that college have the right to interview for staffing customized training credit courses.

For purposes of this section, an “eligible” faculty member is defined as a faculty member who has recent relevant work experience or expertise in the specific content area to be covered in the customized training credit courses.

Subd. 3. Procedures for Right to Interview for Staffing Customized Training Credit Courses.

- A. **Posting.** The college will date and post on the official MSCF bulletin board available customized training credit courses for five (5) working days.
- B. **Notification.** The college will notify all MSCF Chapter presidents within a college of available customized training credit courses at the time of posting.
- C. **Faculty Expression of Interest.** Eligible faculty members shall have five (5) working days from the initial date of posting to express in writing to the college designee their interest in teaching the course.
- D. **Right to Interview.** The most senior faculty member who is eligible according to Subd. 2 and who submits a timely written expression of interest in teaching the course shall have the opportunity to make a presentation to the customer (i.e., to be interviewed). The customer or its designee has the right to make the final decision about who shall teach the course and is not required to accept the interviewee. An exception to the right to interview will exist if the customer requests a specific instructor.

Section 5. Customized Training Faculty Fringe Benefits. Customized training faculty shall have access to the health and dental insurance programs as outlined in Article 19, Section 2. of this Contract. Customized training faculty members shall also receive the retirement benefits established by law. Customized training faculty members shall not be eligible for the accrual of any paid or unpaid leave of absence benefits.

Subd. 1. Establishing Eligibility to Participate in Insurance Programs. A customized training faculty member, who has provided three hundred (300) or more hours of instruction in each of two (2) consecutive six-month time periods in a fiscal year, shall be eligible to participate in the insurance programs. Employer contribution rates shall be established in accordance with Section 2, Subd. 1. of this Article.

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Subd. 2. Maintaining Eligibility. The customized training faculty member must maintain three hundred (300) or more hours in each six-month time period after establishing eligibility to continue to receive the Employer contribution.