



Letter of Agreement

Between: Bay de Noc Community College & Teachers' Education Association (M.E.A. Affiliate)

Regarding: Paramedic Externship and Internship Tuition and Faculty Compensation

Date: September 26, 2025

This Letter of Agreement serves as recognition that Bay de Noc Community College (Bay College) and the Teachers' Education Association (M.E.A. Affiliate) agree to revise the tuition billing and faculty compensation for Paramedic Externship and Internship courses PMED 251, PMED 256, and PMED 271.

Background:

The paramedic Externships, PMED 251 and PMED 256, refer to clinical courses that students complete in the field at either an Emergency Medical Services agency or a healthcare facility. The supervision of the students is under the staffing of the agencies and facilities. The faculty of Bay College is not with the student under this model of clinical experience.

The clinical site supervision is identified as preceptors and is not compensated as part of the clinical agreements. This is consistent with Emergency Medical Services education.

The faculty assigned to the externship and internship courses primarily serves as an administrative function to evaluate clinical documentation and ensure all records are maintained as required for licensing and accreditation.

In recognition of the faculty's role in the clinical setting, tuition and faculty compensation will be charged based on credit hours, rather than contact hours. This model is consistent with other programs in the State of Michigan.

Differentiation:

The Paramedic program is differentiated from the clinical courses in the nursing program, where a nursing faculty member is required to be with nursing students during the clinical hours.

Precedent:

In the Bay College Catalogs preceding the current catalog, PMED 271 (Internship) was identified as PMED 270 before the curriculum change during the 2024-2025 academic year. PMED 270 had the following course completion requirements to meet licensing and accreditation student internship hours.

PMED 270 (Required)

Credit Hours: 7

Contact Hours: 21 (3 to 1 Ratio)

Hours: 336

PMED 270 (Catalog 2024-2025)

Credit Hours: 7

Contact Hours: **7**

This artificial adjustment of contact hours did not accurately reflect actual course requirements for advertising. It did not meet the published licensing or accreditation hours required by students to complete the program successfully. This adjustment acknowledged the impact of tuition costs associated with the number of contact hours.

During the Curriculum change in 2024-2025, the course credit and contact hours were revised to align with licensing and accreditation hours.

2025-2026 Catalog PMED 271

Credit Hours: 6

Contact Hours: 16 (3 to 1 Ratio) – 256 Hours

Student Impact:

This balancing of externship and internship tuition costs provides an equitable rate of return on education and aligns with program costs among state community colleges in Michigan.

Impact on Tuition Costs:

<u>Course</u>	<u>Credit Hours</u>	<u>Contact Hours</u>
PMED 251	3	8
PMED 256	3	8
PMED 271	6	16
Total	12	32

Tuition Savings: *

In District (\$160)	\$1600
Dickinson (\$238)	\$2380
In State (\$275)	\$2750
Out of State (\$337)	\$3370

*-In consideration, PMED 271 was artificially charged per contact hour; the net change with this LOA is 10 contact hours of chargeable tuition.

Faculty Compensation:

For Externship courses PMED 251 and PMED 256, the assigned faculty meeting licensing and accreditation qualification will be compensated based on the course credit hours of 3 each.

For the Internship course PMED 271, the assigned faculty meeting licensing and accreditation qualification will be compensated based on the course credit hours of 6.

This Agreement shall remain in effect through the expiration of the master agreement.

DocuSigned by:

*Amber Kinonen*C3BF5A0C6612648D
President - Teachers' Education Association

Signed by:

*Nerita Hughes*409C115F285D4A3...
President - Bay de Noc Community College

10/6/2025

Date

9/26/2025

Date