

MEMORANDUM OF AGREEMENT

Between

Lane Community College (LCC)

and

Lane Community College Education Association (LCCEA)

Licensed Practical Nursing

This Memorandum of Agreement (MOA) is between Lane Community College (LCC) and Lane Community College Education Association (LCCEA). This MOA is effective upon execution and will expire on June 12, 2026.

All terms of the LCC-LCCEA Collective Bargaining Agreement and associated Memoranda of Agreement remain in effect except where contradictions may arise, upon which the terms described below will supersede.

Recitals:

1. This MOA resolves a demand to bargain from LCCEA regarding the temporary pause of the stand-alone Licensed Practical Nursing (LPN) pathway option in academic year 2025-2026.
2. The parties enter into this agreement based on confirmation that no faculty member previously assigned to the stand-alone LPN pathway option in the 2024-2025 academic year shall have a reduction in FTE for the 2025-2026 academic year.

Agreement:

1. The College will make available up to 300 collective curriculum development hours in Fall term 2025 to faculty members within the nursing program. Faculty members assigned to the stand-alone LPN pathway courses in the 2024-2025 academic year shall have first right of refusal to use these curriculum development funds, and any remaining hours will be available to other nursing faculty which they may decline without prejudice. These curriculum development hours are available to address LPN outcomes within the RN pathway or create efficiencies and alignment between the stand-alone LPN pathway option and the RN pathway.
2. This agreement is non-precedent setting.
3. This agreement resolves LCCEA's demand to bargain and any potential legal disputes between the parties over this issue including any grievance, unfair labor practice, or other claim.

For the College

Date _____

For the Association

Date: _____