

MEMORANDUM OF AGREEMENT

Between

Lane Community College (LCC)

and

Lane Community College Education Association (LCCEA)

Learning Management System Change

This Memorandum of Agreement (MOA) is between Lane Community College (LCC or the "College") and Lane Community College Education Association (LCCEA or the "Association"). This MOA is effective upon execution and will expire on June 30, 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 implementation of a new learning management system.

Agreement:

- 1) The College will provide a comprehensive learning management system migration tool to facilitate the migration of all courses to the new learning management system. The College will facilitate the training of the migration tool and ensure the most accurate and effective course migration process using the course migration service by:
 - a) The College and the Association shall collaborate to select twelve (12) instructors with a course, or courses, that meet the following criteria
 - i) Uses complex implementation of the current learning management system tools or structures
 - ii) Represents a diverse range of disciplines and courses from the college campus
 - iii) Faculty member is willing to participate on the Migration Committee
 - b) The twelve (12) faculty members participating in the Migration Committee shall receive compensation ~~at the curriculum development rate for the following at their regular hourly rate~~ at their regular hourly rate:
 - i) One (1) hour orientation meeting and course selection
 - ii) One (1) hour initial migration review - Migration Iteration 1
 - iii) One (1) hour migration review - Migration Iteration 2
 - iv) One (1) hour migration final migration review - Migration Iteration 3
 - c) The four Migration Committee events above will take place during fall 2025 and/or winter 2026 for a period of approximately six weeks. ~~November 1 and December 12, 2025~~

- d) ~~The College will migrate all courses to the new learning management system during winter 2026 by January 30, 2026, and make migrated course shells available to all faculty. The College will provide migrated course shells that preserve course content, structure, and materials to minimize faculty effort in transitioning to the new learning management system.~~
- 2) The College will provide faculty with documentation of content types that require manual re-creation and appropriate support for these conversions through the ATC.
- 3) The College shall provide up to six (6) ~~three~~ hours of learning management system training ~~or course migration time~~ during the Spring 2026 Conference ~~in which faculty may elect to participate. Part-time faculty unable to attend the Spring 2026 Conference will be able to access remote training modules and use up to six (6) hours of inservice hours to participate in these trainings or participate in course migration.~~ Beginning January 30, 2026, the College will provide support for the new learning management system and course migration through the Academic Technology offices and through 24/7 vendor support services.
- 4) Faculty member access to the old learning management system will be available until June 30, 2026. While course shells will be available in the old learning management system until June 30, 2026, Summer 2026 courses will not be hosted on the old learning management system.