

**MEMORANDUM OF AGREEMENT  
BETWEEN  
LANE COMMUNITY COLLEGE and THE LANE COMMUNITY COLLEGE EDUCATION  
ASSOCIATION (LCCEA)  
SUMMER 2020 CORONAVIRUS MOA**

This is a Memorandum of Agreement (MOA) between Lane Community College (College) and Lane Community College Education Association (LCCEA). This MOA, which captures the agreement between the College and the Association concerning the new concerns around coronavirus and its impacts as of May 7, 2020, shall be effective upon execution and shall sunset at the conclusion of the Summer 2020 term. All terms of the Coronavirus MOA (dated 3/24 and 3/26/2020) and CBA remain in effect. The parties hereby agree to the following terms.

1. There shall be no loss of salary for voluntary quarantines or monitoring quarantines entered into at the direction or recommendation of a licensed physician at any time during the period of coronavirus concerns for any faculty member who exhausts leave time.
2. Any faculty member with a reasonable concern for his/her health or that of a household member may move to remote format without hindrance for the summer 2020 term.
3. The parties understand that online delivery may meet minimum standards required to maintain base level continuity as outlined in the March 2020 Coronavirus MOA. Faculty are not required to meet all standards of best teaching practices for online teaching but should strive to meet basic standards. The parties recognize the extraordinary circumstances, that courses are works-in-progress, that faculty are professionals committed to instructional excellence, and understand it may not be possible to meet best practices in every circumstance.
4. Additional compensation for part-time faculty as provided in #5 on the Coronavirus MOA shall continue through the period of remote delivery for online and remote courses. Individual part-time faculty who have already received this additional compensation for specific courses in Spring 2020 shall not be eligible for additional compensation for the same courses previously taught online or remotely.
  - a. Example: If a part-time faculty member taught WR101 remotely in Spring 2020 and received additional compensation for WR101 consistent with #5 of the Coronavirus MOA, the part-time faculty member is not eligible for additional compensation for remote delivery of WR101 in Summer 2020.
5. Faculty access to campus during the period of coronavirus concerns shall not be limited beyond the requirements of the Governor's order or any other binding local, state, or federal law. Faculty will be expected to follow guidelines that are established by the college in consultation with state and local public health authorities. During the period of any relevant Governor's order or law, faculty shall be granted reasonable access to campus with responses to reasonable requests granted within twenty-four hours. If a response is not received by the faculty member by the end of the next business day, the faculty member may proceed with accessing campus free from any adverse actions so long as they observe all other requirements in effect at the time.

AKM

For the Association

5/7/2020

Date

Shane Turner

For the College

5/7/2020

Date