

Memorandum of Agreement
between
Lane Community College
And
Lane Community College Employee Federation

This communication represents a Memorandum of Agreement (MOA) between Lane Community College (College) and Lane Community College Employee Federation (LCCEF). This MOA shall be subject to ratification by the LCCEF bargaining unit and the Lane Community College Board of Education. Once ratified by both LCCEF and Lane's Board of Education, this MOA shall be considered irrevocable and the details shall be integrated into the language of the LCCEF collective bargaining agreement (CBA). This MOA covers the following details and agreements for the 2021/22-2022/23 economic reopener.

1. A full step to all eligible members effective July 1st, 2021 and July 1st, 2022. **In addition, all bargaining unit members at the top step shall receive a one-step increase effective July 1, 2021. This to be implemented by adding a step to the top of each pay range, and removing the bottom step.**

A 2.25% COLA effective July 1st, 2021 and a 2.25% COLA effective July 1st, 2022.

2. The addition of range 18 to the Classified Salary Schedule to accommodate a lead designation for current range 17 employees.
3. Eliminate the 80% parity salary schedule
4. Modify 14.5 Holidays to read:
(For employees hired into budgeted positions of .500 FTE or greater) Paid Holidays shall be awarded to eligible LCCEF bargaining unit employees consistent with the ~~twelve (12)~~ **thirteen (13)** designated Holidays listed below. Holiday compensation shall be pro-rated for part-time employees working .500 - .999 FTE. When less than full time (.500 - .999 FTE) employees are not scheduled to work on designated Holidays, such employees shall be paid for Holiday leave in the final June payroll annually (example: academic year employees who are not assigned to work in July or early September shall be paid consistent with their annualized FTE for July 4, and Labor Day). Employees other than continuous-operations personnel shall receive the following recognized paid holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day (last Monday in May), **Juneteenth**, Independence Day, Labor Day (first Monday in September), Veterans Day (November 11), Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Day*, the (last working) day before Christmas Day, the (first working) day after Christmas Day
5. The College shall provide classified employees with appropriate opportunities and support for professional growth and development. The supervisor will work with employees in budgeted

positions to develop a written professional development plan that the employee would like to pursue and would allow them to professionally advance within the College. With an approved plan, the College will allow staff members to schedule up to a total of ten percent release time from the job for any combination of approved professional development opportunities.

These opportunities include, but aren't limited to: participating in job or career related development programs or activities, job shadowing, facilitating College sponsored learning activities for other College employees for which they are not otherwise compensated, or taking college courses as outlined in article 13.2 of the Lane Community College Employee Federation Collective Bargaining Agreement. Available release time is limited to the time in instruction or active synchronous participation in selected programs (i.e. not for completing out of class assignments or study that has no set meeting times).

In departments where there is high employee interest in participation or low staffing levels, employees and their managers will need to work collaboratively to find solutions to accommodate this professional development program. Such solutions might include, but aren't limited to: staggering participation schedules so release doesn't fall largely on the same days per week, or limiting the number of employees participating during a particular term, but shall work to accommodate plans as much as possible. Employees who feel that they are being treated unfairly in manager determinations about participation may file a grievance under the provisions of the Lane Community College Employee Federation Collective Bargaining Agreement.

6. Modify the language in 11.4.2.3 as follows:

For the purpose of layoff and recall, an employee who is hired into a grant **or bond-funded** position on or after July 1, 2021, shall be considered to have seniority only for **positions from that same funding source** ~~funded by~~ **within** that program or department. A grant **or bond-funded** employee shall be considered to have seniority for the purposes of layoff-recall after that employee has thirty-six (36) months of seniority in **such** a position ~~(s) funded by that program or department~~. After this date, and after the recall or offer of recall to laid-off contracted non-grant employees, the employee will have the same recall and layoff rights as laid off contracted non-grant **or bond** -funded employees. Employees in these two categories shall be advised of grant or **bond funding source** termination as soon as such notice is provided to the College. An employee who is funded by a grant **or bond** and who was hired into the bargaining unit prior to August 1, 1994, shall retain all recall and layoff rights guaranteed under this contract.

For the College Shane Turner

Date: 10/7/2021

For the Federation 

Date: 11/9/2021