

## LCCEA Proposal 6/26/2025

### MEMORANDUM OF AGREEMENT

Between

Lane Community College ("LCC")

and

Lane Community College Education Association ("LCCEA")

### LPN

This Memorandum of Agreement ("MOA") between Lane Community College ("LCC") and Lane Community College Education Association ("LCCEA") resolves a demand to bargain from LCCEA regarding the temporary pause of the stand-alone Licensed Practical Nursing ("LPN") pathway option. This MOA is effective upon execution and will expire on June 12, 2026. Based on confirmation that no faculty member assigned to the LPN program in 24-25 shall have a reduction in FTE for the 25-26 year and that application fees have been refunded to all LPN program applicants for the 25-26 LPN program, the parties enter into the following agreement, which shall take effect only if the LPN stand-alone program is not offered for the 25-26 year.

### **ARTICLE 49 — IMPACTS OF LICENSED PRACTICAL NURSING PROGRAM (LPN) HIATUS**

#### **49.1 Faculty Transition to RN and BSN Program Assignments**

~~49.1.1 Job Security.~~ All faculty currently assigned to the LPN program shall retain their same level of FTE for the 25-26 year and going forward.

~~49.1.2 Release Time.~~ Each faculty member currently assigned to the LPN program shall receive a release equivalent to 0.159 FTE per term for each term of the 25-26 year.

- 1. Summer / Fall Compensation.** Each Faculty members currently assigned to the LPN program in 24-25 shall **have right of first refusal to receive curriculum development funding equivalent to 300 collective 100 hours to address LPN outcomes within the RN program or create alignment between the standalone LPN program and the RN program.** ~~if assigned to teach new courses (e.g., windshield survey course, VR Simulation course, BSN courses, redesigned clinical or lab for "generalist" nursing) and 70 hours if assigned to teach existing courses.~~ **If any of these hours are declined by the LPN faculty, the remaining hours shall be offered as an opportunity to all Nursing faculty, which they may decline without prejudice.**

**49.1.4 Nursing Scheduling.** Contracted faculty in the RN and BSN programs shall receive their preferred course assignments. In cases where two (2) or more contracted faculty desire the same class section, lab, clinical, sequence, or time slot and a collegial decision cannot be made, the desired section, lab, clinical, sequence, or time slot will go to a faculty-only vote at the next Full Faculty monthly meeting. Part time faculty with seniority shall be afforded an opportunity to indicate their preferences, and assignments shall be made in accordance with Art. 34.

## **49.2—Other Impacts**

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**49.2.1 Application Fee.** No later than June 30, 2025, all application fees shall be returned to students who submitted a fee for application to the 2025 LPN program.

**49.2.2 Additional Support.** One advisor and one career counselor shall be assigned and provided compensation to meet with all students who submitted applications to the 2025 LPN program in 2025 and shall be available to support and advise students from present through December 2025. All 2025 LPN applicants shall be provided a tuition waiver equivalent to 15 credits for use during any academic term(s) from present through June 2026.