

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. **This agreement shall take effect only if the LPN stand-alone program is not offered for the 25-26 year.**

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 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 Summer and/or Fall 2025 terms to faculty members within the nursing program. Faculty members assigned to the stand alone LPN 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 standalone LPN option and the RN pathway.
2. ~~This agreement is non-precedent setting. It may not be referenced or used as evidence in any future dispute between the parties regarding the application or interpretation of the collective bargaining agreement, past practice, or any other right, duty, or obligation of either party or employees represented by LCCEA except for an action to enforce this agreement.~~