

Memorandum of Agreement

between

Lane Community College Education Association (LCCEA)

and

Lane Community College (LCC)


Contracted Faculty FTE

This Memorandum of Agreement (MOA) between Lane Community College Education Association (LCCEA) and Lane Community College (College) concerns contracted faculty FTE and provides clarification regarding the implementation and requirements of Article 10.7.4 of the LCC-LCCEA CBA. All terms of the LCC-LCCEA collective bargaining agreement remain in effect.

1. In the event of an unanticipated vacancy that occurs after the beginning of the faculty work year in Fall for any reason that results in the full-time faculty count falling below the minimum full-time faculty obligation number outlined in 10.7.4, the minimum number for the subsequent academic year shall be increased by one (in excess of minimum required) for each unanticipated vacancy. If, however, the unanticipated vacancy occurs after May 1 of the Spring term or Summer term and it is not filled by the commencement of the faculty work year in Fall, the College is not required to hire above the minimum full-time faculty obligation number for that following academic year.
2. For anticipated vacancies such as contracted faculty retirements in December for which faculty have notified HR by May 1 of the same calendar year, the College will initiate a full-time faculty recruitment for the new faculty hire to begin by or before the start of the faculty work year in Fall if the December retirement would cause the number of contracted faculty to fall below the minimum for the academic year.
3. HR shall notify LCCEA within five (5) working days of knowledge of any contracted faculty positions that may become vacant (e.g. within five days of receipt of retirement notice or any other notice.)

The following table is for heuristic purposes.

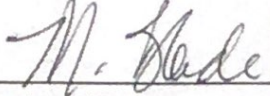
Triggering Event or Date	Action	Example 50-51	Example 51-52
Each Winter Term, HR issues complete/ correct faculty rosters consistent with 11.1.	Calculate minimum # faculty positions for the following academic year.	For example, if total faculty FTE according to the Winter 2050 HR rosters is 300; the minimum number of contracted faculty shall be 180 (i.e. 60% of 300) for the 2050-2051 academic year.	For example, if the total faculty FTE according to the Winter 2051 HR rosters is 330, the minimum number of contracted faculty shall be 198 (i.e. 60% of 330) for the 2051-2052 academic year.
First day of work year Fall term	Active (employed and compensated) contracted faculty number equals or exceeds minimum number outlined in 10.7.4.	For example, if the minimum number of contracted faculty for 50-51 is 180, there must be 180 or more active (employed and compensated) contracted faculty as of the first day of the contracted faculty work year for Fall 2050.	
Anticipated vacancy due to retirement in December when notice provided by May 1 of the same calendar year.	Active (hired) contracted faculty exceeds minimum outlined in 10.7.4 by one as of the first day of work year for Fall term.	For example, if the minimum number of contracted faculty for 50-51 is 180, there must be 181 or more active (employed and compensated) contracted faculty as of the first day of the contracted faculty work year for Fall 2050 if there is one retirement in December 2050 that was noticed by May 1, 2050.	
Unanticipated vacancy at any time after the first day of the work year in Fall term and through May 1.	Increase the minimum number for the subsequent year by one.	For instance, if the minimum number of contracted faculty for 50-51 is 180, but an unanticipated vacancy takes place in October 2050 resulting in only 179 active contracted faculty, one must be added to the minimum number for the 51-52 year.	For example, if the total faculty FTE according to the Winter 2051 HR rosters is 330, the minimum number of contracted faculty shall be 198 (i.e. 60% of 330) plus 1 for a total of 199 for the 2051-2052 academic year due to the one unanticipated vacancy from 50-51.
May 1 through first day of fall term	For any unanticipated vacancy that would cause the number of full-time faculty to fall below the minimum for the subsequent year, initiate full-time faculty recruitment for hire to begin in the subsequent Fall term.	If a position becomes vacant in late May 2051, the college must initiate a full-time faculty recruitment to begin in Fall 2051 if the vacancy would result in fewer than the minimum required positions for 2051-2052.	



For the Association

3/8/2021

Date



For the College

3/8/21

Date