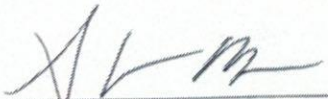



**Settlement Agreement  
Between  
Lane Community College and Lane Community College Education Association  
Contracted Faculty FTE Grievance**

Lane Community College (College) and Lane Community College Education Association (LCCEA) have agreed to resolve the 2021-2022 Contracted Faculty FTE grievance filed by the Association on October 5, 2021. All terms of the CBA and associated MOAs remain in effect.

As agreed on November 2, 2021, the College shall provide the following remedies.

1. The college shall have eight (8) full time temporary contracts in place by Winter term 2022, these may include full time temporary contracts that are already in place for academic year 2021-22. Any additional temporary contracts to reach these eight (8) temporary positions shall be posted or selected based on seniority.
2. The min number/FTE for Fall 2021 was 195.864 FTE. Pursuant to the terms of the March 2021 MOA, the minimum for Fall 2022 shall have 8 extra full-time contracted faculty added to begin no later than Fall 2022. This means that on the first day of the Fall 2022 work year, there must be 203.864 FTE or more permanent contracted faculty FTE. If any searches that are posted in a timely manner per #5 below fail and cause the college to drop below 203.864 FTE for the first day of the Fall 2022 work year, the college will: hire (through posting or seniority) a 1.0 full-time temporary contracted faculty member for that position for the 22-23 academic year; immediately repost for the position to begin no later than Fall 2023; and follow the terms of the March 2021 MOA.
3. Change system such that each year the Fall FTE min is based on Winter term FTE from previous calendar year (e.g. Winter 2021 for Fall 2022).
4. Savings resulting from unfilled positions in 21-22 shall be provided to FPD. Savings shall include salary plus OPE from the start of Fall 2021 until the 8 temporary contracted positions in #1 are filled, minus the cost of the part-time faculty currently teaching in the place of the temporary full-time faculty. For example, if three of the eight temp. contracts as outlined in #1 are not filled until January 2022, the salary plus OPE for those three positions, minus the cost of the part time faculty currently teaching in the place of the temporary full-time faculty, for Fall 2021 shall constitute the savings. Savings shall be provided to the Faculty Professional Development fund no later than February 2022.
5. For all future years beginning with postings for 22-23, the college shall use its best efforts to post by Jan 15. The absolute deadline of postings to the public shall be no later than Feb 15 each year.
6. Upper administration, including President, VPs, AVPS, CHRO, other HR managers, legal counsel, etc. attends a workshop of no less than 1 hour with a labor and employment attorney, agreed upon by both the college and EA, on contractual and legal obligations under the PECBA.
7. Public posting on LCC website for timelines for all contracted positions, including but not limited to
  1. Discipline or job title
  2. Date when approved to post
  3. Anticipated posting date
  4. Posting date
  5. Periodic updates on the stage of search process, including dates
  6. Date of hire

  
For LCCEA  
11/2/2021  
date

  
For the College  
11/3/21  
date