

APPENDIX J

Memorandum of Agreement between Lane Community College and Lane Community College Employees Federation

KLCC Development Associates Commission Rates and Compensation Agreement December 21, 2000

It is the understanding of the College and the Union that the KLCC Development Associates are members of the bargaining unit for LCCEF and therefore work under the collective bargaining contract between the parties.

It is also understood that the KLCC Development Associates work for commission unlike any other employee under the contract. The associates receive a base wage according to Level 1 with experience steps of the classified salary schedule. In addition, the associates receive a commission on their contracts at 12.5% on collected sales up to \$6,000.00 in a month and 15% for any collections over \$6,000.00 in that same month.

It is agreed that new development associates will be paid on amounts collected beginning on the first day of the month in which they are hired for any account that is assigned to them upon hire.

It is agreed that commissions for development associates who terminate employment will be paid on collections to the day of termination.

It is agreed that development associates, under circumstances of Absent without Pay, will continue to receive their commissions through their absence for the first 80 hours each fiscal year, whether this absence is in one or more separate leaves. After the 80 hours is exhausted each fiscal year, the associate's commission will be reduced by .385% (based on a 260 day work year) of the collections in any month for each day that the employee is Absent without Pay within that month. All other normal conditions of Absent without Pay will apply.

It is also agreed that any commission reduction for any associate that was Absent without Pay for any period since July 1, 2000 will be returned to the employee(s) based on the above agreement subject to the 80 hour limitation.