

APPENDIX M

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

College Governance Memorandum of Agreement

The following constitutes agreement between Lane Community College (hereinafter referred to as the College) and Lane Community College Employees Federation (hereinafter referred to as the Federation) on issues of governance resolved to facilitate implementation and operation of the newly established College Governance System.

1. Relationship of Governance and Collective Bargaining

The parties understand the decisions made under the Governance System will not amend or supersede the parties' collective bargaining agreement and Memoranda of Agreement. No agreements of the councils will have any direct or indirect impact on otherwise negotiable subjects without the Federation and the College waiving, in writing, their PECBA rights. If such agreements are inadvertently made, neither party may seek to enforce same over the objection of the other.

The college governance system will not be used to supplant bargaining or collective bargaining processes.

2. Representation

Nothing in the governance system shall be interpreted to infringe on the rights of LCCEF as the exclusive representative of the classified staff for all matters bargainable under applicable laws and as exclusive classified staff representative in the governance system.

3. Article 10 Grievance Procedure Waiver

Article 10 "Grievance Procedure" in the collective bargaining agreement between the College and the Federation will not apply to the Governance System. Policies, plans decisions/recommendations made in the governance system shall not be subject to grievance under the collective bargaining agreement.

4. Reassignment Rates

Release time will be provided to classified staff members for participation in the governance system. Release time will not exceed 12 hours per month and will be based on the actual number of hours scheduled for meetings plus preparation time.

College Council representatives will be provided up to 16 hours release time per month.

Chairs of governance councils will be provided up to 16 hours of release time per month.

The College and LCCEF will assess these rates each May.

5. Reassignment Limits

Classified staff's governance reassignment time may not exceed .5 FTE in any term.

6 Overtime Pay

Classified staff are expected to use this time to be released from other assignments. Over time pay will be paid only in exceptional circumstances.

7. Governance Appointments and Course Release Procedures

Beginning with the 2005-2006 appointments, Federation fall appointments will be made by May 15th and classified staff members provided release time shall meet with their Departmental managers to work out the details of scheduling by May 31st. For non-fall appointments, classified staff members granted release time shall meet in a timely manner with their Departmental managers to work out the details of scheduling. Release time shall be provided unless a qualified person cannot be found to replace them.

8. Part time Classified Members

Release time for participation in governance for a part time classified staff member will not result in movement of a part time classified staff member to contracted status.