

[NEW] Article X - College Governance

TA - Governance - 2/19/26 JD

The following constitutes agreement between Lane Community College (hereinafter referred to as the College) and Lane Community College Education Association (hereinafter referred to as the Association) on issues of governance resolved to facilitate operation of the College Governance System. ¶

1X.1. College Relationship of Governance and Collective Bargaining. The College 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 Association and the College waiving, in writing, their PECBA rights. If such agreements are inadvertently made, neither party may seek to enforce the same over the objection of the other. The college governance system will not be used to supplant bargaining or collective bargaining processes.

1X.2. Representation. Nothing in the College Governance system shall be interpreted to infringe on the rights of the Association LCCEA as the exclusive representative of the faculty for all matters bargainable under applicable laws and as exclusive faculty representative in the governance system. Faculty Council appointees in the governance system represent the Faculty Council.

1X.3. Article 36 Grievance Procedure Waiver. Article 36 "Grievance Procedure" in the collective bargaining agreement between the College and the Association will not apply to the College Governance system. Policies, plans, and decisions/recommendations made in the governance system shall not be subject to grievance under the collective bargaining agreement.

1X.4. College Governance Participation and Chair Reassignment. Contracted and part-time faculty members may be selected to participate in the College Governance system councils. Contracted faculty participation is compensated as part of a faculty member's regular assignment. Part-time faculty compensation and reassignment time for faculty members serving as chairs will be Reassignment time will be provided to faculty members at the following rates:

X1.4.1. Part-time faculty members serving on councils but not serving as chairs shall receive compensation at their regular hourly rates for one (1) hour for council work outside of council meetings for every one (1) hour of council meeting time in addition to being compensated for actual official council meeting time.

X1.4.2. Contracted and part-time faculty members serving as chairs of governance councils or budget development subcommittee shall be provided reassignment time for one (1) course per term of service up to 0.25 FTE. Contracted faculty members may choose to take the

reassignment time provided as overload pay. ~~Faculty Council Co-chairs will each be provided reassignment time of .25 FTE one term per year.~~

~~X1.4.3. Faculty chairs of governance councils (including the former Finance Council, now known as the College Council Budget Development Subcommittee, and not including the Faculty Council Co-Chairs) shall be provided an annual stipend of \$1500.~~

1X.5. Reassignment Limits. Faculty members' governance reassignment time may not exceed 0.5 FTE in any term.

~~X1.5.1. Governance participation will not result in movement of a part-time faculty member to contracted status.~~

~~X1.6. Course releases and overload pay.~~ Faculty members are expected to use the reassignment time to be released from other assignments, but may choose to take the reassignment time provided as overload pay. Reassignment time provided may be used in any term or taken as overload pay within the academic year. For example, faculty members teaching courses greater than .25 FTE may use reassignment time provided over the course of a year for release from faculty duties; thus a faculty member provided .25 FTE per term who teaches courses with .333 FTE may take a course release two terms, leaving a balance of .083 for the year.

~~1X.7. College Governance Participation Notice appointments and course release procedures.~~ Faculty Association and Faculty Council fall appointments will be made by May 15th and faculty members provided reassignment time shall meet with their Dean~~Departmental managers~~ to work out the details of scheduling course reassignments~~releases~~ and/or overload compensation by May 31st. For non-fall appointments, faculty members granted reassignment time shall meet in a timely manner with their Dean~~Departmental managers~~ to work out the details of scheduling course reassignments~~releases~~ and/or overload compensation. Reassignment time shall be provided unless a qualified person cannot be found to replace them.

~~1X.8. Part-time faculty members.~~ If governance reassignment time for a part-time faculty member produces a total assignment of .6 FTE or below for the academic year, reassignment time will contribute toward workload and be compensated as any part time teaching assignment below .5 FTE. Governance reassignment time will not result in movement of a part-time faculty member to contracted status.

~~1X.9. Duration of Agreement.~~ This Memorandum of Agreement shall be renewed for the following academic year unless the College or the Association gives written notice to the other after January 1 and not later than March 31, annually, of its desire to modify the Memorandum of Agreement or to terminate the Agreement.

LCC/LCCEA 2025 Bargaining – College's 02.19.26 Mediation Proposal at _____

~~The Labor Management Committee shall also assess the reassignment rates specified in Article 4 (above) between January 1 and March 31, annually. ¶~~