

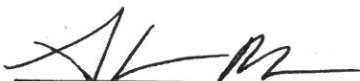
**MEMORANDUM OF AGREEMENT
BETWEEN
LANE COMMUNITY COLLEGE and THE LANE COMMUNITY COLLEGE EDUCATION
ASSOCIATION (LCCEA)**

This is a Memorandum of Agreement (MOA) between Lane Community College (College) and Lane Community College Education Association (LCCEA or Association). This MOA, which captures the agreement between the College and the Association concerning online workshops/trainings, shall be effective upon execution. The parties hereby agree to the following terms.

1. All faculty members shall complete the workshops/online trainings on the list below.
2. All faculty members will be compensated for four hours at their regular hourly rate.
3. Faculty members may complete the required workshops at any time before the beginning of Fall term 2020.
4. Faculty members who have already recorded compensated time for any of the workshops/online trainings shall be compensated for the remainder of four hours minus the amount already paid.
5. Faculty members who have completed any of the workshops/ online trainings but who have not yet recorded any hours shall be compensated for a total of four hours.

List of workshops/ online trainings:

- (1) Workplace Injury Prevention - 20 minutes
 - (1) Discrimination Awareness - 14 minutes
 - (1) Workplace Ethics - 16 minutes
 - (1) Sexual Harassment Prevention - 29 minutes
 - (1) Title IX & Sexual Misconduct - 27 minutes
 - (4) Cyber Security Awareness - 51 minutes as outlined in "a" through "d"
 - a. 2019 Danger Zone - 15 minutes
 - b. Social Engineering - 15 minutes
 - c. 2020 Your Role, Internet Security and You - 13 minutes
 - d. Social Media: Staying Secure in a Connected World - 8 minutes
 - (1) FERPA - 15 minutes
6. Should any additional workshops/trainings not on the list above become necessary, the College shall provide notice to the Association and affected faculty, and affected faculty shall have no less 30 working days to complete the additional required workshops/trainings. All faculty shall be paid at their regular hourly rate for any such additional workshops/ trainings, and time shall be rounded up to the nearest hour for the purpose of compensation.



For the Association

Date

2/28/2020



For the College

Date

2/28/2020