

**Letter of Agreement between
LCC Chapter of the Michigan Association for Higher Education MEA/NEA
and
Lansing Community College**

July 23, 2008

The parties to this Agreement intended to resolve several issues regarding the Interpreter classification in the 2005-2010 LCC-MAHE collective bargaining agreement.

The Letter of Agreement is necessary for the following reasons:

- On March 18, 2002 the parties signed a resolution to MAHE grievance numbers 01-02 and 02-02.
- In the agreement the parties agreed to replace degree requirements in the salary schedule with certification levels.
- Interpreter positions were also determined to be hot jobs for compensation purposes.
- The parties agreed to deal with the issue in the next contract negotiations.
- The parties agreed to pay all interpreters at the agreed to rates.
- The parties signed a second resolution to MAHE grievance numbers 01-02 and 02-02 on February 24, 2003.
- Most provisions were the same with the addition of a provision on compensation for new hires.

Since the parties failed to negotiate over this matter during the 2005-2010 contract negotiations, despite the agreement to do so, the parties have agreed to the following language to be added to the current contract. This language is added and becomes a permanent provision of the LCC-MAHE collective bargaining agreement , to be negotiated in the same manner as any other provision.

Article IX. Bargaining Unit Member Classification Criteria

B.3.b.3) Interpreters will continue to be classified as Instructional Laboratory Faculty.

Article XI. Employment Practices

F. Full-time bargaining unit members - Employment Practices and Procedures

Add at end: "When scheduling Interpreters, the College will inform personnel currently employed as LCC interpreters of their assignment as soon as the needs are known. The department procedure for notification of interpreter needs should be followed."

G. Part-time bargaining unit members Employment Practices and Procedures

1. Add at end: "When scheduling Interpreters, the College will inform personnel currently employed as LCC interpreters of their assignment as soon as the needs are known. The department procedure for notification of interpreter needs should be followed."
3. Add at the end: All interpreter needs of the College, including but not limited to, student needs, faculty needs, staff needs, conference needs, etc. will be offered to currently employed LCC interpreters first. If no currently employed LCC interpreter is available, the College will have the flexibility to fill the need.

Article XXI. Professional Compensation

C. Full-time Instructional Laboratory Bargaining Unit Members

1. add f. Salary Schedules for ILF Interpreters are developed from the above formula calculations for each academic year and have added a column P. The highest certifications held by an ILF interpreter determine their Level instead of Degrees required of the position as follows:

QA I Certification:	Level AD
QA II Certification:	Level BD
QA III Certification:	Level MD
National Certification:	Level P

Page 4 of this LOA for 2008- 2009 Modified Appendix D

Page 5 of this LOA for 2009-2010 Modified Appendix D

2. Placement on Schedule. Insert at the end as follows: "New full-time ILF Interpreters will be placed and paid on schedule at the appropriate Level and Step 5 according to their highest certification held as follows:

QA I Certification:	Level AD	Step 5
QA II Certification:	Level BD	Step 5
QA III Certification:	Level MD	Step 5
National Certification:	Level P	Step 5

D. Part-time Instructional Laboratory Bargaining Unit Members

1. add f. Salary Schedules for ILF Interpreters are developed from the above formula calculations for each academic year and have added a column P. The highest certifications held by an ILF interpreter determine their Level instead of Degrees required of the position as follows:

QA I Certification:	Level AD
QA II Certification:	Level BD
QA III Certification:	Level MD
National Certification:	Level P

Page 4 of this LOA for 2008- 2009 Modified Appendix E

Page 5 of this LOA for 2009-2010 Modified Appendix E

2. Placement on S schedule. Insert after first sentence as follows: "New part-time ILF Interpreters will be placed and paid on schedule at the appropriate Level and Step 5 according to their highest certification held as follows:

QA I Certification:	Level AD	Step 5
QA II Certification:	Level BD	Step 5
QA III Certification:	Level MD	Step 5
National Certification:	Level P	Step 5

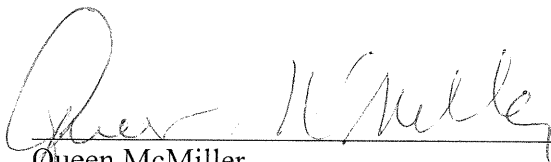
2. Placement on Schedule. Insert at the end of the paragraph: Current part-time ILF Interpreters will be placed and paid on schedule at the appropriate Level and Step 5 plus their Step for the 2008-09 academic year according to their highest certification as follows:

QA I Certification:	Level AD	Step = 5 + 2008-09 Step (up to Step 12)
QA II Certification:	Level BD	Step = 5 + 2008-09 Step (up to Step 12)
QA III Certification:	Level MD	Step = 5 + 2008-09 Step (up to Step 12)
National Certification:	Level P	Step = 5 + 2008-09 Step (up to Step 12)

G. Degree Recognition – add at end of first paragraph add " Interpreters who, after the effective date of this agreement, obtain a higher certification will move to the new Level at their current Step and be paid on schedule for the appropriate Full- or Part-time Instructional Lab faculty Schedule in Modified Appendix D and Modified Appendix E.

In the second paragraph after: "...new degree or credits" insert "and certifications"

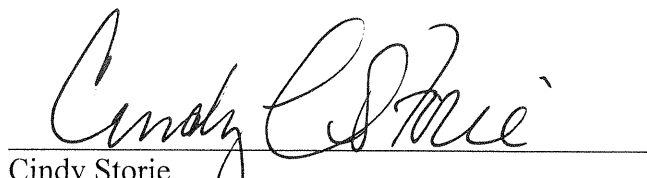
This Letter of Agreement is intended to deal with the specific issues addressed herein. The Agreement shall be incorporated into the LCC-MAHE 2005-2010 collective bargaining agreement.



Queen McMiller
Chief Human Resources Officer

8/11/08

Date



Cindy Storie
President, MAHE/MEA/NEA Lansing Community College

8-27-2008

Date

Modified Appendix D Full-time Instructional Laboratory Faculty

2008-2009		QAI	QAI		QAI	National
0	HS	AD	BD	BP	MD	P
1	\$37,508	\$40,253	\$42,997	\$44,369	\$45,742	\$47,589
2	\$39,876	\$42,794	\$45,712	\$47,171	\$48,630	\$50,594
3	\$42,244	\$45,335	\$48,426	\$49,972	\$51,517	\$53,599
4	\$44,612	\$47,877	\$51,141	\$52,773	\$54,405	\$56,603
5	\$46,980	\$50,418	\$53,855	\$55,574	\$57,293	\$59,608
6	\$49,348	\$52,959	\$56,570	\$58,375	\$60,181	\$62,612
7	\$51,715	\$55,499	\$59,283	\$61,176	\$63,068	\$65,615
8	\$54,083	\$58,041	\$61,998	\$63,977	\$65,955	\$68,620
9	\$56,451	\$60,582	\$64,713	\$66,778	\$68,843	\$71,624
10	\$58,819	\$63,123	\$67,427	\$69,579	\$71,731	\$74,629
11	\$61,188	\$65,665	\$70,142	\$72,380	\$74,619	\$77,634
12	\$63,556	\$68,206	\$72,856	\$75,182	\$77,507	\$80,638

Modified Appendix E Part-time Instructional Laboratory Faculty

2008-2009		QAI	QAI		QAI	National
0	HS	AD	BD	BP	MD	P
1	\$14.43	\$15.48	\$16.54	\$17.07	\$17.59	\$18.30
2	\$15.34	\$16.46	\$17.58	\$18.14	\$18.70	\$19.46
3	\$16.25	\$17.44	\$18.63	\$19.22	\$19.81	\$20.62
4	\$17.16	\$18.41	\$19.67	\$20.30	\$20.93	\$21.77
5	\$18.07	\$19.39	\$20.71	\$21.37	\$22.04	\$22.93
6	\$18.98	\$20.37	\$21.76	\$22.45	\$23.15	\$24.08
7	\$19.89	\$21.35	\$22.80	\$23.53	\$24.26	\$25.24
8	\$20.80	\$22.32	\$23.85	\$24.61	\$25.37	\$26.39
9	\$21.71	\$23.30	\$24.89	\$25.68	\$26.48	\$27.55
10	\$22.62	\$24.28	\$25.93	\$26.76	\$27.59	\$28.70
11	\$23.53	\$25.26	\$26.98	\$27.84	\$28.70	\$29.86
12	\$24.44	\$26.23	\$28.02	\$28.92	\$29.81	\$31.01

Modified Appendix D Full-time Instructional Laboratory Faculty

2009-2010	QAI	QAI		QAI	National	
0 HS	AD	BD	BP	MD	P	
1	\$38,821	\$41,662	\$44,502	\$45,922	\$47,343	\$49,255
2	\$41,272	\$44,292	\$47,312	\$48,822	\$50,332	\$52,365
3	\$43,723	\$46,922	\$50,121	\$51,721	\$53,320	\$55,475
4	\$46,174	\$49,552	\$52,931	\$54,620	\$56,309	\$58,585
5	\$48,625	\$52,183	\$55,740	\$57,519	\$59,298	\$61,694
6	\$51,076	\$54,813	\$58,550	\$60,419	\$62,287	\$64,804
7	\$53,525	\$57,442	\$61,358	\$63,317	\$65,275	\$67,912
8	\$55,976	\$60,072	\$64,168	\$66,216	\$68,264	\$71,021
9	\$58,427	\$62,702	\$66,978	\$69,115	\$71,253	\$74,131
10	\$60,878	\$65,333	\$69,787	\$72,014	\$74,242	\$77,241
11	\$63,329	\$67,963	\$72,597	\$74,914	\$77,231	\$80,351
12	\$65,780	\$70,593	\$75,406	\$77,813	\$80,219	\$83,460

Modified Appendix E Part-time Instructional Laboratory Faculty

2009-2010	QAI	QAI		QAI	National	
0 HS	AD	BD	BP	MD	P	
1	\$14.93	\$16.02	\$17.12	\$17.66	\$18.21	\$18.94
2	\$15.87	\$17.04	\$18.20	\$18.78	\$19.36	\$20.14
3	\$16.82	\$18.05	\$19.28	\$19.89	\$20.51	\$21.34
4	\$17.76	\$19.06	\$20.36	\$21.01	\$21.66	\$22.53
5	\$18.70	\$20.07	\$21.44	\$22.12	\$22.81	\$23.73
6	\$19.64	\$21.08	\$22.52	\$23.24	\$23.96	\$24.92
7	\$20.59	\$22.09	\$23.60	\$24.35	\$25.11	\$26.12
8	\$21.53	\$23.10	\$24.68	\$25.47	\$26.26	\$27.32
9	\$22.47	\$24.12	\$25.76	\$26.58	\$27.40	\$28.51
10	\$23.41	\$25.13	\$26.84	\$27.70	\$28.55	\$29.71
11	\$24.36	\$26.14	\$27.92	\$28.81	\$29.70	\$30.90
12	\$25.30	\$27.15	\$29.00	\$29.93	\$30.85	\$32.10