

COPY

LETTER OF UNDERSTANDING
BETWEEN LANSING COMMUNITY COLLEGE AND
LANSING COMMUNITY COLLEGE CHAPTER OF THE MICHIGAN ASSOCIATION
OF HIGHER EDUCATION/MEA/NEA

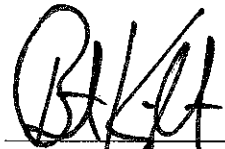
This Letter of Understanding is between Lansing Community College (College or LCC) and the Lansing Community College Chapter of Michigan Association of Higher Education/MEA/NEA (LCC-MAHE), for the purpose of documenting the process used to respond to an opportunity for a National Science Foundation Faculty Fellowship for the Science Department at LCC (NSF Fellowship). This process is not to be interpreted as precedential but was used to react to an immediate, one time only, opportunity for LCC faculty. The parties agree that a standard process, which will be used in the future relative to future faculty fellowships and/or faculty research opportunities, should be established and that they will voluntarily collaborate regarding such a process, with due regard for the fact that the fellowship or research opportunity will be awarded to LCC and the faculty member(s) chosen to participate will be acting as independent contractors, not employees of LCC.

In the meantime, however, the following are criteria, elements and outcomes that were used in the process of reacting to the NSF Fellowship :

- The College participated in the NSF grant in cooperation with Claytec during the 2008-2009 academic year, including the summer of 2009.
- One faculty fellowship was offered through the NSF Fellowship, which is for a limited period of time.
- The criteria set forth by the NSF Fellowship was utilized in seeking applications from LCC faculty for the Fellowship.
- Claytec selected the faculty member to receive the fellowship (Recipient) after reviewing the submitted applications and interviewing finalists.
- It is understood that the Recipient will satisfactorily comply with the requirements and perform those duties that are within the parameters of this NSF Fellowship.
- It is further understood that, based on the fact that the Recipient will be an independent contractor:
 - LCC will process compensation for the Recipient as an independent contractor through the NSF grant, not through the LCC Payroll office;
 - Taxes will not be withheld from the compensation that Recipient receives through the NSF grant but Recipient will be solely and fully responsible for remitting taxes and withholdings as appropriate;
 - This fellowship will not be counted as part of the Recipient's regular load, and will not constitute an overload for the faculty member;
 - Any evaluation of the Recipient will not be considered an evaluation under the LCC/LCC-MAHE collective bargaining agreement and will not be considered an evaluation for any LCC personnel purposes;
 - Recipient is to perform duties or tasks within the ambit of the NSF Fellowship, scheduling work and accomplishing tasks dictated by the NSF Fellowship at the Recipient's discretion but so that the goals of the fellowship are fully realized;

- This fellowship opportunity will not change the LCC employment status of the Recipient;
- Recipient's service as an independent contractor through this fellowship opportunity will not modify or alter, nor will it be affected by any provisions of the LCC/LCC-MAHE collective bargaining agreement.

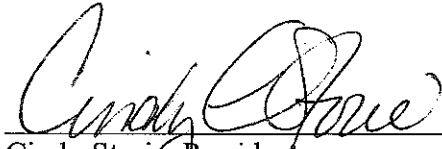
Recipient Signature



Dr. Brent Knight, President
Lansing Community College

Date: _____

Date: 11-6-08



Cindy Storie, President
LCC-MAHE

Date: November 6, 2008