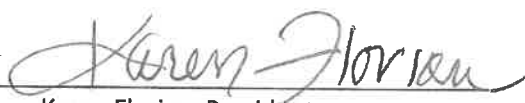


MEMORANDUM OF UNDERSTANDING
Spring 2020 Transition Stipend

This Memorandum of Understanding ("MOU") is entered into between the College of Lake County (the "College") and the College of Lake County Adjunct Faculty Organization, Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO ("Adjunct Organization") in response to discussions between the College and the Adjunct Organization regarding the mid-semester transition to alternative delivery of instruction for spring 2020 courses due to the COVID-19 pandemic. Based on the unique circumstances presented during the spring 2020 semester, the parties agree on a non-precedential basis as follows:


1. Spring 2020 Transition Stipend. Eligible adjunct faculty shall receive a one-time Spring 2020 Transition Stipend in the amount of Two Hundred Dollars (\$200.00). To be eligible, an adjunct faculty member must have: (a) taught a course during the spring 2020 semester that extended beyond March 16, 2020, and (b) had a course assignment that was not already 100% online. The stipend shall be paid with the College's July 17, 2020 payroll, and is subject to all applicable taxes and withholdings.
2. This MOU will not bind the parties with respect to either party's treatment of any future situations nor shall it have any value as precedent for any future matter, claim or grievance. The parties agree not to submit or cite this MOU in any grievance, lawsuit, claim, court proceeding, arbitration, or other forum as evidence of past practice or for any purpose whatsoever, except to enforce its terms.
3. The parties agree that this MOU does not amend, modify or supersede any provision of the 2019-2023 Agreement between the College and the Adjunct Organization.

On Behalf of:
COLLEGE OF LAKE COUNTY
ADJUNCT FACULTY ORGANIZATION,
LAKE COUNTY FEDERATION OF TEACHERS,
LOCAL 504, IFT-AFT/AFL-CIO

By: 
Karen Florian, President

Date: July 6, 2020

On Behalf of:
COLLEGE OF LAKE COUNTY

By: 
Dr. Lori Suddick, President

Date: 7.7.2020

MEMORANDUM OF UNDERSTANDING
COVID-19 Considerations

This Memorandum of Understanding ("MOU") is entered into between the College of Lake County (the "College") and the College of Lake County Adjunct Faculty Organization, Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO ("Adjunct Organization") in response to discussions between the College and the Adjunct Organization following the College's receipt of a demand to bargain dated May 14, 2020. Based on these discussions and the unique circumstances presented by the COVID-19 pandemic, the parties agree on a non-precedential basis as follows:

1. Training. If the College requires PPE/return to campus training before an adjunct faculty member returns to campus, they shall receive a one-time payment of thirty-five dollars (\$35.00) for completing the required training. The College determines the scope and delivery of such training (currently offered through Safe Colleges access and approximately 40 minutes in length). Adjunct faculty members that completed the training in connection with teaching during Completion Camps are not eligible for this payment. Otherwise:
 - a. GFO Adjuncts that taught a course in Fall 2019 or Spring 2020, are responsible for completing the training by August 31 or before they plan to come on campus, whichever is earlier. The College will make the payment to such GFO Adjuncts within 30 days following execution of this MOU, less applicable taxes and withholdings.
 - b. All other adjuncts must wait until they have accepted their next offer of assignment with the College to complete the training. Payment, less applicable taxes and withholdings, will be made within 30 days after the respective adjunct sends a notice of completion to hr.ask@clcollinois.edu, which can simply be an email.
2. Reimbursement for Use of Personal Technology. Eligible adjunct faculty members will be reimbursed as follows for use of personal technology as a result of COVID-19:
 - a. Adjuncts that taught a course during the spring 2020 semester that extended beyond March 16, 2020, shall receive a total flat reimbursement of sixty dollars (\$60.00). This non-taxable reimbursement shall be paid no later than the July 31, 2020 payroll. Adjuncts issued a hotspot from the College are not eligible for this reimbursement.
 - b. Adjuncts that taught a course during intersession 2020 shall receive ten dollars (\$10.00) per pay period during intersession. This non-taxable reimbursement shall be paid no later than the July 31, 2020 payroll. Adjuncts issued a hotspot from the College are not eligible for this reimbursement.
 - c. Adjuncts that taught a course during summer session 2020 shall receive ten dollars (\$10.00) for each pay period during the summer session. This non-taxable reimbursement shall be paid no later than the last payroll during summer session. Adjuncts issued a hotspot from the College are not eligible for this reimbursement, nor are adjuncts that only taught during Completion Camps since those are in-person.

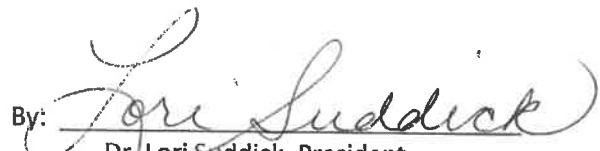
3. PLARP. Article 3.I. of the 2019-2023 Agreement between the parties addresses the Professional Learning Activities Reimbursement Plan (PLARP). In the event there are unused PLARP funds from the allocated contractual amount for the 2019-2020 academic year, a maximum of twelve thousand dollars (\$12,000) in PLARP funds may be carried forward to the 2020-2021 academic year. In the event there are unused PLARP funds from the allocated contractual amount for the 2020-2021 academic year, a maximum of twelve thousand dollars (\$12,000) in PLARP funds may be carried forward to the 2021-2022 academic year.
4. This MOU will not bind the parties with respect to either party's treatment of any future situations nor shall it have any value as precedent for any future matter, claim or grievance. The parties agree not to submit or cite this MOU in any grievance, lawsuit, claim, court proceeding, arbitration, or other forum as evidence of past practice or for any purpose whatsoever, except to enforce its terms.
5. Except as otherwise set forth herein, the parties agree that this MOU does not amend, modify or supersede any provision of the 2019-2023 Agreement between the College and the Adjunct Organization.

On Behalf of:
COLLEGE OF LAKE COUNTY
ADJUNCT FACULTY ORGANIZATION,
LAKE COUNTY FEDERATION OF TEACHERS,
LOCAL 504, IFT-AFT/AFL-CIO

By: 
Karen Florian, President

Date: 7/6/2020

On Behalf of:
COLLEGE OF LAKE COUNTY

By: 
Dr. Lori Suddick, President

Date: 7.7.2020