

MEMORANDUM OF UNDERSTANDING
Addendum to the Agreement Between
LINN-BENTON COMMUNITY COLLEGE AND
THE INDEPENDENT ASSOCIATION OF CLASSIFIED EMPLOYEES (IACE)
July 1, 2015 through June 30, 2018 AGREEMENT

Bilingual Pay Incentive – Background

To support the college's core theme of cultural richness, the strategic goal of equity, and the college values, a decision was made to offer a bilingual pay incentive to encourage the development of employee language skills to intentionally address the needs of emerging student and community populations.

Employees with demonstrated language proficiency will be retained in a conversational language skills database and may be called upon to assist co-workers in conversation with students, family members or community members who may benefit from dialog in their first or preferred language.

Agreement

A. Eligibility and Continuation

1. The bilingual pay incentive is available to any bargaining unit member who is evaluated and formally certified as proficient in conversational Spanish by a college-approved certification professional.
2. Once approved, the incentive is attached to the person, and therefore eligibility is transferrable as the person may take on new roles or responsibilities within the bargaining unit. If a bargaining unit member also performs incentive eligible duties outside the bargaining unit, the differential would apply to these duties as well, under the terms and conditions applicable to that employee group.
3. It is the responsibility of the employee to keep their conversational language skills current. The college reserves the ongoing right to re-evaluate an individual employee's language proficiency periodically as the need may arise.
4. The college reserves the right to re-evaluate the application of the bilingual incentive periodically as student demographics change.
5. The application of the incentive is contingent upon the need for specific language skills to better serve student and community populations that reach at least 10% of the incoming student base as indicated by student demographic projections for the district and/or college admissions and registration data.
6. If a conversational language skill other than Spanish is identified by the college as valuable in a particular position or locality, the direct supervisor may recommend the bilingual pay incentive be applied to individual classified employees who demonstrate and retain proficiency in that language. These special bilingual pay incentives may be granted only with approval of the applicable Vice-President. In these cases, parts A3 and A4 above shall still apply.

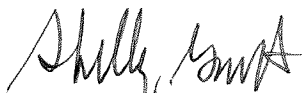
B. Responsibilities and Expectations

1. Those employees who receive the bilingual pay incentive will, when called upon, utilize their verbal language skill to respond to student/customer needs during their scheduled working hours.
2. Employees with demonstrated language proficiency will be retained in a conversational language skills database and may be called upon to assist co-workers in conversation with students, family members or community members who may benefit from dialog in their first or preferred language.
3. Employees retained in the language skills database are expected to respond timely to such requests as workload demands allow. Any pattern of failure to respond or failure to comply with such requests may lead to revocation of the pay incentive. Notice, with an opportunity to respond and improve, will be given before an employee's bilingual pay incentive is revoked.

C. Bilingual Pay Incentive Compensation

Effective June 1, 2016, eligible bargaining unit members will receive a stipend in the amount of \$140.00 per calendar month worked. Employees who are less than 1.0 FTE will receive the incentive on a pro-rata basis. The stipend shall commence on the first day of the month following successful certification. Upon separation of employment, the stipend will be paid-out on a pro-rata basis, based on the percentage of total work days performed in the employee's final month.

By the affixing of signatures below, the parties agree to the terms and conditions herein stated:



Shelly Garrett
Chair, LBCC Board of Education

5/18/16

Date



Debby Zeller
President, IACE

5/10/2014

Date