

MEMORANDUM OF UNDERSTANDING

Between  
Eastern Oregon University  
And  
Associated Academic Professionals

EOU and AAP ~~hereby~~ agree to establish a Task Force ~~to review and assess whether it is in the best interest of the University to~~ review and develop jointly present mutually agreeable language for a Load Bank proposal to be included in the CBA. The findings will be presented to both AAP and EOU Presidents to the Provost bargaining teams, with a copy to the AAP and EOU Presidents, for consideration and negotiations ~~with AAP.~~

The Task Force will be ~~comprised~~ composed of 4 members: two each chosen by the Provost and AAP.

The Task Force will commence no later than January 1, 2017 and complete its work on or before November 30, 2017. Recommendations of the Task Force will be ~~with a presentation of findings being~~ submitted to the ~~Provost AAP and EOU Presidents bargaining teams~~ by no later than December 15, 2017.

The Task Force will ~~may~~ address the following in its findings:

1. Examine current load policies, practices, and procedures;
2. Identify where current EOU policies, practices, and procedures can be adapted or developed to accommodate a Load Bank;
3. Prepare the report to include an analysis of ~~at least three (3)~~ Load Banks in effect at ~~comparator~~ other similar universities that considers the following:
  - a. Procedures for identifying and calculating load credits that can be placed in a Load Bank;
  - b. The minimum and maximum load credits that can be placed in a Load Bank;
  - c. When load credits in a faculty member's Load Bank may be used, carried over, or cashed out;
  - d. Which office will be responsible for identifying, calculating, and tracking load credits placed into and used from a Load Bank; (i.e., Office of Human Resources, Directors, Chairs, etc.);
  - e. A cost analysis of maintaining a Load Bank; and,
  - f. Other considerations the Task Force may deem appropriate for review and recommendation