

## Memorandum of Agreement

This agreement is entered into effective as of January 1, 2012, by and between the Extension Committee on Organization and Policy (ECOP) and Jane Schuchardt. APLU is acting as the fiscal agent for ECOP to fund the services of Dr. Jane Schuchardt ("National Executive Director"), and employee of ECOP who shall perform services for ECOP during the term of this agreement.

From January 1, 2012, through December 31, 2014 the National Executive Director shall allocate 1 FTE of her time to perform such duties and other services as ECOP may request through an annual plan of work. This agreement is renewable on an annual basis following a review of activities and accomplishments by the Chair of ECOP in consultation with the ECOP Executive Committee. Annual evaluations will occur in July of each year at the summer ECOP meeting.

All work product authored or created by the National Executive Director shall belong to ECOP as a "work made for hire" within the meaning of U.S. copyright law. By her signature below, Jane Schuchardt assigns all copyrights to ECOP for the work performed on behalf of ECOP.

Continuing salary is \$164,000 and will be annually incremented by ECOP as appropriate and prudent. ECOP will provide office space, operating budget and an Administrative Assistant at the offices of the Association of Public and Land-grant Universities (APLU) in Washington, DC, or other appropriate location as determined over time. The APLU offices provide IT support, computers, telephones and other such items necessary to effectively and efficiently operate an office. APLU provides the benefits for this position as described in an agreement between ECOP and APLU.

Either party may terminate this agreement without cause upon ninety days prior written notice. During the ninety-day period, the National Executive Director will continue to perform those tasks specified by ECOP. This Agreement may also be terminated immediately upon a material breach by either party, which breach is not cured to the reasonable satisfaction of the non-breaching party within fifteen days of written notice.

This constitutes the entire agreement between the parties with respect to the subject matter herein and may only be amended in a writing signed by both parties.

Jane Schuchardt

Acknowledged by:

  
Executive Director

8.3.2011  
Date

Douglas Lantagne

  
ECOP Chair

8/5/11  
Date

Douglas Steele

  
ECOP Chair-elect

August 4, 2011  
Date