MEMORANDUM OF UNDERSTANDING
BETWEEN THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
AND THE
SOCCCD FACULTY ASSOCIATION

The South Orange County Community College District and the SOCCCD Faculty Association agree to the following revisions to the Collective Bargaining Agreement due to changes in the State Teachers Retirement System (STRS) pertaining to CalSTRS Penalties related to Education Code 22147 (b):

ARTICLE XXX
WAGES

I. General Provisions

D. Step and Column Movement
   2. Column Advancement
      a. After the date of hire, for the purpose of column advancement, nine (9) semester units of lower division college level credit from an accredited institution of higher education will be allowed for coursework that is pertinent to the principal area of assignment and/or is for retraining or the up-grading of skills. The coursework must be approved in advance by the Dean and Vice President.

      b. Coursework taken for column advancement outside the faculty member’s primary assignment must be approved by the Vice President prior to enrolling in the course(s).

      c. A passing grade must be earned in all coursework accepted for salary classification credit. A pass/fail course must be noted as pass and a credit/non-credit course must be noted as credit in the transcript.

      d. Official verification of coursework taken and/or degree conferred must be submitted to Human Resources by August 1st for column advancement for the Fall semester and January 3rd for column advancement for the Spring semester.
For SOCCCDF
Paula Jacobs, President

9-5-12
Date

For SOCCCDF
Lewis Long, Chief Negotiator

9-6-12
Date

For SOCCCDF
David Bugay, Ph. D., Vice Chancellor
Human Resources

9-24-12
Date