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 changes in the recently revised collective bargaining agreement:

1. **Page 9, Article 4: Definitions** – “Vice President for Instruction” instead of Vice President of Instruction.”

**Article IV, Definitions, Vice President**
The Vice President of Instruction or Vice President for Student Services for each campus in the District.

2. **Page 26, Article 15: Workload, Section 7** – “We are no longer permitted by Title V to offer independent study to students who have schedule conflicts.” *(See Title 5, Sections 55230-55240, 55300 and 58003.1, BP 5626 and AR 5626)* We should change the contract language to match the law and Board Policy.

**Article XV, Workload, III.D.7.**
**Directed (Independent) Study:** Directed (independent) study classes may be offered when authorized by state law and Board policy, and subject to the approval of the applicable dean. Directed study is designed to accommodate students who have schedule conflicts and are nearing completion of their degree.

**Page 26, Article 15: Workload, Section 8c.** – “It is too limiting to restrict a faculty member to one OSH of CWE. This is the equivalent of 8 students. Also, we do not consider CWE in the overload limitation. See VI G (page 33) how part-time faculty are paid. This is the same method of calculating pay for full-time faculty on overload.” This is existing language. More flexibility and potential classes for faculty members.

**Article XV, Workload, III.7.c.**
Three (3) LHE (see subsection e, iii below) of CWE will be the maximum assignment per semester as part of a full-time workload and/or one OSH of CWE the maximum for overload.

3. **Page 29, Article 15: Workload, Section 5, Paragraph B** – “Change this language to match the new information about ‘Instructional Assignments Outside of the Traditional Fall and Spring Semesters’ on page 30.”
Article XV, Workload, V.c.

A. Overload: The Dean will give first consideration to full-time faculty members for overload assignment(s). Overload assignments may not exceed ten (10) OSH per semester.

2. Instructional assignments outside the Traditional Fall and Spring Semester Summer school assignments do not constitute an overload assignment.

4. Page 36, Article XVI, Part Time Faculty. Section V.B.3. – “change the term from “Good” to Satisfactory.”

Article XVI, Part Time Faculty. Section V.B.3.
The part-time faculty member must have received an overall rating of “Satisfactory.” ‘GOOD’ or better in their most recent evaluation.

5. Page 42, Article 17: Evaluations, Section 2, C - “The term used on the evaluation form is ‘satisfactory’ and not ‘good.’”

Article XVII, Evaluations, II.C
In the subsequent evaluation, if the faculty member does not receive an overall rating of “Satisfactory” “Good” or better, the faculty member will not be eligible for any overload assignments until such time as future evaluation results in an overall “Satisfactory” “Good” or better.

6. Page 90, Appendix G – “current” is unclear. When we are computing fall stipends, we may not have the ‘new year’s’ catalog. Can’t we use the prior year in all calculations??” This is new language. The intent is clearly, “prior year,” but since a concern is raised here it may be a concern for others as well. Prior year’s catalog

Appendix G, Department Chair Compensation Formula

“C” represents the number of courses offered by the department, as listed in the prior year’s current college catalog, describing duties related to conducting or coordinating a number of operations related to a department’s courses, including program and curriculum development and review, SLO development and evaluation, and administrative duties such as participation in meetings.

7. Page 91, Appendix G – “Do we use census WSCH. Do we use the prior fall term as the base?” This is new language. We will be using the prior year’s courses for all computations for stipends. This use of the word, “current” might be ambiguous.

Appendix G, Department Chair Compensation Formula

“WSCH,” based upon census, represents the number of students served by the
department, describing the duties related to handling student concerns, including grade grievances against part-time faculty members.

8. **Page 91, Appendix G** – "The new term for vocational education is career-technical education. Also, nursing is considered a CTE program."

**Appendix G, Department Chair Compensation Formula**

"x" represents other duties specific to certain departments and programs, including but not limited to Music, Theater, Athletics, Nursing, and career-technical education programs, which are not common to all chairs. For these duties, an additional one (1) to three (3) OSH may be added as compensation by the Vice President of Instruction in consultation with the appropriate dean;

9.7. **Page 91, Appendix G** – "Vice President for Instruction."

**Appendix G, Department Chair Compensation Formula**

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10.8. **Implementation schedule**

A. New evaluation cycle for part-time faculty from 2 years to three years implemented in fall 2012.

B. New Department Chair stipend implemented fall 2012.

C.B. New lab and learning center definitions implemented in fall 2012.

For SOCCDFA
Lewis Long, President
Date: 11/23/11

For SOCCCD
David Bugay, Ph.D., Vice Chancellor, Human Resources
Date: 11/23/11

For SOCCCDB
Lee Haggerty, Chief Negotiator
Date: 11/23/11

MOU on Minor Changes to the Collective Bargaining Agreement