

**TENTATIVE AGREEMENT
BETWEEN THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT AND THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION,
CTA/NEA**

October 31, 2019

This Tentative Agreement is entered into between the South Orange County Community College District and the South Orange County Community College District Faculty Association, CTA/NEA (hereinafter referred to as the "Association") and is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Agreement between the parties. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed:

**ARTICLE XXX
WAGES**

[....]

30.2. Salary Schedules

[....]

b. Part-time Classroom Academic Salary Schedule (see Appendix A):

- (1) The Part-time Classroom Academic Salary Schedule shall consist of seven columns, with one step in each column.
- (2) For 2018-2019, the value of the first column will be equivalent to 57.00% of 1/15 (6.67%) of one-half the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:

$$.57(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule } /2))$$

For 2019-2020, the value of the first column will be equivalent to 57.~~20.60~~% of 1/15 (6.67%) of one-half the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:

$$.57\mathbf{6020}(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule } /2))$$

For 2020-2021, the value of the first column will be equivalent to 57.~~82530~~% of 1/15 (6.67%) of one-half the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:

$$.57\mathbf{82530}(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule } /2))$$

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(3) Each succeeding column will increase by 4% of column 1 over the previous column.

c. Full-time Classroom Overload Academic Salary Schedule (see Appendix A):

(1) The Full-time Classroom Overload Academic Salary Schedule shall consist of seven columns, with one step in each column.

(2) For 2018-2019, the value of the first column will be equivalent to 48.95% of 1/15 (6.67%) of one-half the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:

$$.4895(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule}/2))$$

For 2019-2020, the value of the first column will be equivalent to 49.4410% of 1/15 (6.67%) of one-half the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:

$$.494410(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule } /2))$$

For 2020-2021, the value of the first column will be equivalent to 49.6415% of 1/15 (6.67%) of one-half the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:

$$.496415(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule } /2))$$

(3) Each succeeding column will increase by 4% of column 1 over the previous column.

d. Part-time Non-classroom and Full-time Non-classroom Overload for Library, Counseling, & Learning Disability Academic Salary Schedule (See Appendix A)

(1) The Part-time Non-Classroom and Full-Time Non-Classroom Overload Academic Salary Schedule shall consist of seven columns, with one step in each column.

(2) The value of the first column will be equivalent to 48.6% of 1/15 (6.67%) of the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:

$$.486(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule}))$$

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- (3) Each succeeding column will increase by 4% of column 1 over the previous column.
- (4) As required for CalSTRS reporting purposes, compensation for counselors and librarians will be reported to CalSTRS and paid by converting the LHE rate to an hourly rate as defined in the appropriate salary schedule.

e. Part-Time Non-Classroom Tutorial Academic Schedule (See Appendix A):

- (1) The Part-time Non-classroom Tutorial Academic Salary Schedule shall consist of seven columns, with one step in each column.
- (2) The value of the first column will be equivalent to 48.6% of 1/15 (6.67%) of one-half the value of the first step of the first column in the Full-time Academic Salary Schedule, as reflected in the following formula:
$$.486(.0667(\text{column 1, step 1 of the Full-time Academic Salary Schedule } / 2))$$
- (3) Each succeeding column will increase by 4% of column 1 over the previous column.
- (4) As required for CalSTRS reporting purposes, compensation will be reported to CalSTRS and paid by converting the LHE rate to an hourly rate as defined in the appropriate salary schedule.

[....]

30.8. Increase in Compensation

- a. For the 2018-2019 academic year and the 2019 summer term, the Full-time Academic Salary Schedule, the Part-time Non-Classroom and Full-time Non-Classroom Overload for Library, Counseling, & Learning Disabilities Academic Salary Schedule, and the Part-time Non-classroom Tutorial Academic Salary Schedule will reflect an increase of 2.71% over the schedule of the previous year. The Part-time Classroom Academic Salary Schedule will reflect an increase of 5.40% over the schedule of the previous year. The Full-time Classroom Overload Academic Salary Schedule will reflect an increase of 3.45% over the schedule of the previous year.
- b. For the 2019-2020 academic year and the 2020 summer term, the Full-time Academic Salary Schedule, and the Part-time Non-Classroom and Full-time Non-Classroom Overload for Library, Counseling, & Learning Disabilities Academic Salary Schedule, and the Part-time Non-classroom Tutorial Academic Salary Schedule will reflect an increase of 2.572.85% over the schedule of the previous year. The Part-time Classroom Academic Salary Schedule will reflect an increase of 2.863.56% over the schedule of the previous year. The Full-time Overload Academic Salary Schedule will reflect an increase of 2.893.58% over the salary schedule of the previous year.

However, if the 2019-2020 state-funded COLA as reflected in the adopted state budget exceeds 2.57%, the parties agree that Article XXX shall automatically be reopened for further negotiations.

- c. For the 2020-2021 academic year and the 2021 summer term, the Full-time Academic Salary Schedule and, the Part-time Non-Classroom and Full-time Non-Classroom Overload for Library, Counseling, & Learning Disabilities Academic Salary Schedule, and the Part-time Non-classroom Tutorial Academic Salary Schedule will reflect an increase of 2.672.92% over the salary schedule of the previous year. The Part-time Classroom Academic Salary Schedule will reflect an increase of 2.863.07% over the schedule of the previous year. The Full-time Overload Academic Salary Schedule will reflect an increase of 2.733.08% over the salary schedule of the previous year.

However, if the 2020-2021 state-funded COLA as reflected in the adopted state budget exceeds 2.67%, the parties agree that Article XXX shall automatically be reopened for further negotiations.

South Orange County Community
College District



For SOCCCD
Dr. Cindy Vyskocil
Vice Chancellor, Human Resources

Date

10/31/19

South Orange County Community College
District Faculty Association, CTA/NEA



For SOCCCDFA
Lewis Long
Chief Negotiator

Date

10/31/19

Faculty Association - District Salary Proposal
10/31/2019
Option D

	Base Salaries	Increase	Benefits	Total Increase
Full-time Faculty	46,400,044	129,920	25,919	155,839
FTF overload classroom	3,611,181	25,006	4,989	29,995
PTF and PTF/FTF summer classroom	25,975,104	181,644	36,238	217,882
PTF/FTF overload/sum non-classroom	5,353,655	15,023	2,997	18,020
Total Annual Increase	81,339,984	351,593	70,143	421,736

	Base Salaries	Increase	Benefits	Total Increase
Full-time Faculty	46,529,964	1,358,675	296,191	1,654,866
FTF overload classroom	3,636,187	112,163	24,452	136,615
PTF and PTF/FTF summer classroom	26,156,748	803,107	175,077	978,184
PTF/FTF overload/sum non-classroom	5,368,678	156,765	34,175	190,940
Total Annual Increase	81,691,577	2,430,710	529,895	2,960,605

Total Annual Increase

421,736

2,960,605

Prior approved COLA and parity increase cost
Net New Increase

421,736

2,706,612
253,993

Cumulative Cost

421,736

675,729

Cumulative Cost all years

421,736

1,097,465

% Cost Increase

0.43%

0.69%

Full-time Faculty
 FTF overload classroom
 PTF and PTF/FTF summer classroom
 PTF/FTF overload/sum non-classroom

	Proposed Parity %
19-20	0.28%
19-20	0.69%
19-20	0.70%
19-20	0.28%

	Proposed Parity %
20-21	2.92%
20-21	3.08%
20-21	3.07%
20-21	2.92%

Benefits %:

19.950%

Benefits %: 21.800%

Cost of 1% =

975,673

Cost of 1% = 995,003

	Current
49.10%	49.10%
57.20%	57.20%
48.60%	48.60%

	Current
49.15%	49.15%
57.30%	57.30%
48.60%	48.60%

District proposal 10/21/19

Part-time LHE Schedules
2019-2020 Option D

Classroom part-time, regular term and part-time/full-time summer

	I		II		III		IV		V		VI		VII	
	LHE	hourly	LHE	hourly	LHE	hourly	LHE	hourly	LHE	hourly	LHE	hourly	LHE	hourly
2019-2020	\$1,366	\$35.33	\$1,421	\$36.74	\$1,476	\$38.15	\$1,531	\$39.59	\$1,586	\$41.00	\$1,641	\$42.42	\$1,696	\$43.86
2019-2020	\$1,376	\$35.57	\$1,431	\$37.00	\$1,486	\$38.42	\$1,541	\$39.84	\$1,596	\$41.26	\$1,651	\$42.69	\$1,706	\$44.11
2020-2021	\$1,418	\$36.67	\$1,475	\$38.13	\$1,532	\$39.60	\$1,588	\$41.07	\$1,645	\$42.53	\$1,702	\$44.00	\$1,759	\$45.46

parity multiplier:	57.200%
parity multiplier:	57.600%
parity multiplier:	57.825%

Classroom full-time overload

	I		II		III		IV		V		VI		VII	
	LHE	hourly class	LHE	hourly class	LHE	hourly class	LHE	hourly class	LHE	hourly class	LHE	hourly class	LHE	hourly class
2019-2020	\$1,173	\$35.33	\$1,220	\$36.74	\$1,267	\$38.16	\$1,314	\$39.57	\$1,361	\$40.98	\$1,408	\$42.41	\$1,455	\$43.82
2019-2020	\$1,181	\$35.57	\$1,228	\$37.00	\$1,276	\$38.42	\$1,323	\$39.84	\$1,370	\$41.27	\$1,417	\$42.69	\$1,464	\$44.11
2020-2021	\$1,217	\$36.67	\$1,266	\$38.14	\$1,315	\$39.60	\$1,364	\$41.07	\$1,412	\$42.54	\$1,461	\$44.00	\$1,510	\$45.47

parity multiplier:	49.100%
parity multiplier:	49.440%
parity multiplier:	49.640%

Non-classroom

	I		II		III		IV		V		VI		VII	
	LHE	hourly/non-class	LHE	hourly/non-class	LHE	hourly/non-class	LHE	hourly/non-class	LHE	hourly/non-class	LHE	hourly/non-class	LHE	hourly/non-class
2019-2020	\$1,161	\$69.94	\$1,207	\$72.71	\$1,253	\$75.48	\$1,299	\$78.25	\$1,345	\$81.02	\$1,391	\$83.80	\$1,437	\$86.57
2019-2020	\$1,164	\$70.13	\$1,211	\$72.98	\$1,259	\$75.83	\$1,306	\$78.67	\$1,353	\$81.52	\$1,400	\$84.36	\$1,448	\$87.21
2020-2021	\$1,192	\$71.80	\$1,241	\$74.74	\$1,289	\$77.67	\$1,338	\$80.61	\$1,387	\$83.54	\$1,435	\$86.47	\$1,484	\$89.41

parity multiplier:	48.60%
parity multiplier:	48.60%
parity multiplier:	48.60%

Reflects current 2019-2020 schedule