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(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<u>6020</u> (.0667(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<u>82530</u> (.0667(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.
- 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(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(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:

.49<u>64</u>15 (.0667(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(column 1, step 1 of the Full-time Academic Salary Schedule)

102 103 104			(3)	Each succeed previous colum	ing column will in nn.	crease by 4%	of column 1 o	ver the
105 106 107 108 109			(4)	counselors and	r CalSTRS report d librarians will be LHE rate to an h e.	e reported to C	alSTRS and _I	paid by
110	(e.	Part-T	ime Non-Class	room Tutorial Ac	ademic Sched	ule (See Appe	endix A):
111 112 113			(1)		Non-classroom T en columns, with			nedule shall
114 115 116 117			(2)	of one-half the	ne first column wi value of the first ary Schedule, as	step of the firs	st column in th	e Full-time
118 119 120				.486(.0 Schedu	667(column 1, st ule /2))	ep 1 of the Ful	ll-time Acaden	nic Salary
121 122 123 124			(3)	Each succeed previous colun	ing column will in nn.	crease by 4%	of column 1 o	over the
125 126 127			(4)	reported to Ca	r CalSTRS report ISTRS and paid d in the appropria	by converting t	he LHE rate t	
128 129 [130								
131 30.132	8.	Increas	se in Co	mpensation				
133 134 135 136 137 138 139 140 141	9	a.	Acader Classro Salary Schedo year. T of 5.40 Overlo	mic Salary Schoom Overload f Schedule, and ule will reflect a he Part-time C % over the sch	ademic year and edule, the Part-tir for Library, Couns the Part-time No in increase of 2.7 lassroom Acader ledule of the prevention of the	me Non-Classi seling, & Learn n-classroom T 1% over the so nic Salary Sch rious year. The	room and Full- ning Disabilitie futorial Acade chedule of the edule will refle Full-time Cla	-time Non- is Academic mic Salary is previous ect an increase ssroom
142 143 144 145 146 147 148 149 150		b.	Acade Non-C Acade Salary previou increas Overlo	mic Salary Scholassroom Overl mic Salary Schol Schedule will r us year. The Pa se of <u>2.863.56</u> % ad Academic S	ademic year and edule, and the Paload for Library, Cedule, and the Paleflect an increase art-time Classroom over the schedule with the previous year	art-time Non-Counseling, & I art-time Non-cle of <u>2.572.85</u> % m Academic Sule of the previ	lassroom and Learning Disa assroom Tuto over the sch alary Schedul ous year. The	l Full-time bilities orial Academic edule of the e will reflect an e Full-time

152		However if the 2010	2020 state funded COLA as reflected in the edented
153			2020 state-funded COLA as reflected in the adopted
154			2.57%, the parties agree that Article XXX shall
		automatically be reop	ened for further negotiations.
155		F 41 0000 0004	1
156	C.		demic year and the 2021 summer term, the Full-time
157			dule and, the Part-time Non-Classroom and Full-time
158			ad for Library, Counseling, & Learning Disabilities
159			dule, and the Part-time Non-classroom Tutorial Academic
160			flect an increase of <u>2.672.92</u> % over the salary schedule of
161		the previous year. The	Part-time Classroom Academic Salary Schedule will
162		reflect an increase of 2	<u>.863.07</u> % over the schedule of the previous year <u>.</u> The
163		Full-time Overload Aca	demic Salary Schedule will reflect an increase of
164		2.733.08% over the sal	ary schedule of the previous year.
165		However, if the 2020-2	2021 state-funded COLA as reflected in the adopted
166		state budget exceeds	2.67%, the parties agree that Article XXX shall
167		automatically be reop	ened for further negotiations.
168			
169			
170			
171			
172	South Orang	e County Community	South Orange County Community College
173	College Distr		District Faculty Association, CTA/NEA
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176	111/		
177	CIVI		
178	For SOCCCD		For SOCCCDFA
179	Dr. Cindy Vys	kocil	Lewis Long
180	Vice Chancell	or, Human Resources	Chief Negotiator
181	vice charles	or, Hamari Recourses	onior regulator
182	/ /		· 1
183	10/21/1	a	10/31/19
184	Date		Date
185	Date		Date
186			
100			

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

	0.69%		
Total Increase 1,654,866 1,854,866 136,615 978,184 190,940 2,960,605	2,706,612 253,993 675,729 1,097,465	Proposed Parity % 49.640% 57.825% 48.600%	Current 49.15% 57.30% 48.60%
Benefits 296,191 24,452 175,077 34,175 529,895	9880	3.08% 3.07% 2.38%	
Increase 1,358,675 112,163 803,107 156,765 2,430,710		2.92% 3.08% 3.07% 2.92%	21.800%
Base Salaries 46,529,964 3,636,187 26,156,748 5,368,678 81,691,577		20-21 20-21 20-21 20-21	Benefits %: Cost of 1% =
Total Increase 155,839 29,995 217,882 18,020 421,736	421,736 421,736 421,736	Proposed Parity % 49.440% 57.600% 48.600%	Current 49.10% 57.20% 48.60%
Benefits 25,919 4,989 36,238 2,997 70,143		0.69% 0.70% 0.28%	
Increase 129,920 25,006 181,644 15,023 351,593		0.28% 0.69% 0.70% 0.28%	19.950%
Base Salaries 46,400,044 3,611,181 25,975,104 5,353,655 81,339,984	,	50 0 0 50 0 0	
Full-time Faculty FTF overload classroom PTF and PTF/FTF summer classroom PTF/FTF overload/sum non-classroom Total Annual Increase	Prior approved COLA and parity increase cost Net New Increase Cumlative Cost Cumulative Cost all years % Cost Increase	Full-time Faculty FTF overload classroom PTF and PTF/FTF summer classroom PTF/FTF overload/sum non-classroom 19-20	Benefits %: Cost of 1% =

Part-time LHE Schedules 2019-2020 Option D

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

Г	Т	ဖွ	-	<u> ن</u>
E	hourly	\$43.86	\$44 11	\$45.46
	出	\$1.696	\$1,706	\$1,759
	hourly	\$42.42	\$42.69	\$44.00
	出	\$1,641	\$1,651	\$1,702
	hourly	\$41.00	\$41.26	\$42.53
	뽀	\$1,586	\$1,596	\$1,645
^	hourly	\$39.59	\$39.84	\$41.07
	HI.	\$1,531	\$1,541	\$1,588
	hourly	\$38.15	\$38.42	\$39.60
_	LHE	\$1,476	\$1,486	\$1,532
	hourly	\$36.74	\$37.00	\$38.13
	LHE	\$1,421	\$1,431	\$1,475
	hourly	\$35.33	\$35.57	\$36.67
	LTE.	\$1,366	\$1,376	\$1,418
		2019-2020	2019-2020	2020-2021

7-20-16/14

57.200%	27.600%	57.825%
parity multiplier: 57.200%	parity multiplier: 57.600%	parity multiplier: 57.825%

Classroom full-time overload

•					2 2	Classroom full-time overload	חוו-נווום	OVERIDAG							
					=						>		>		
	出	hourly class	男	hourly class	里	hourly class	出	hourly class	里	hourly class	出	hourly class	出	hourly class	
-2020	\$1,173	\$35.33	\$1,220	\$36.74	\$1,267	\$38.16	\$38.16 \$1,314	\$39.57	\$39.57 \$1,361	\$40.98	\$40.98 \$1.408	\$42.41	\$1,455	\$43.82	
-2020	\$1,181	\$35.57	\$1,228	\$37.00	\$1,276	\$38.42	\$38.42 \$1,323	\$39.84	\$1,370	\$41.27	\$41.27 \$1.417	\$42 69	\$1464	\$44 11	
020-2021	\$1,217	\$36.67	\$1,266	\$38.14	\$38.14 \$1,315		\$1,364	\$41.07	\$39.60 \$1,364 \$41.07 \$1,412 \$42.54 \$1.461	\$42.54	\$1,461		\$44 00 \$1 510	\$45.47	

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

Non-classroom

	_				=		2		>		>		>	
	男	hourly/non- class	出	hourly/non- class	出	hourly/non-	里	hourly/non-	H	hourly/non-	HH	hourly/non-		hourly/non-
2019-2020	\$1,161	\$69.94	\$1,207	-	\$1.253	\$75.48	\$1,299	\$78.25	\$1345	\$81.02	\$1 391	\$83 80	\$1 437	Class
2019-2020	\$1 164	\$70 13	\$1211	\$72 gg	41 259		\$1 30E	\$78 G7	£1 3E3		007	00.000		0.00
	¢1 100	674 00	1,10	67474	000,7		000,70	0.00	000,00	000	004,14	\$04.30	41,440	17.104
707-0707	761,14	00.174	1,44	4/4./4	91,269	10.114	\$1,338	\$80.61	1,387	\$83.54	\$1,435	\$86.47	\$1,484	\$89.41

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

Refects current 2019-2020 schedule