

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN THE
3 SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT AND THE
4 SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION,
5 CTA/NEA
6

7 August 31, 2022
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9 This Memorandum of Understanding is entered into between the South Orange County
10 Community College District and the South Orange County Community College District Faculty
11 Association, CTA/NEA (hereinafter referred to as the "Association") and is expressly made
12 pursuant to the Education Employment Relations Act and the Collective Bargaining Agreement
13 between the parties. The purpose of this MOU is to clarify wages related to the state approved
14 Cost of Living Adjustment (COLA) for the fiscal year 2022 – 2023.
15

16 ARTICLE 30
17 WAGES

18 [...]

19 30.7 State of California Part-time Parity Compensation Funds
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21 Parity compensation funds ("parity pay") received from the State of California in the
22 amount of \$572,456 was added onto the salary schedule for the 2021-22 academic
23 year. For the 2022-23 academic year, this amount has been increased to \$608,393
24 and hashave been added onto the salary schedule and are disbursed for disbursement
25 through regular salary payments as determined by the appropriate salary schedule
26 included in Appendix A. Going forward, sShould the State of California parity
27 compensation funds exceed \$572,456\$608,393, the District and the Association agree to
28 meet to determine what amount, if any, will be distributed to part-time faculty. Conversely,
29 should the State of California parity compensation funds fall below \$572,456
30 \$608,393, the District will combine any excess of the \$572,456\$608,393 received the
31 following year with that amount, and will meet with the Association to determine if any
32 additional funds are due to be distributed to the part-time faculty.
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34 30.8. Increase in Compensation
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- 37 a. For the 2021-2022 academic year, the Full-time Academic Salary Schedule will
38 reflect an increase of .75% over the schedule of the previous year.
39
 - 40 b. For the 2022-2023 academic year and beginning Fall 2022 semester, the Full-
41 time Academic Salary Schedule will reflect an increase of 4.88%.76% over the
42 schedule of the previous year.
43
 - 44 c. For the 2023-2024 academic year, the Full-time Academic Salary Schedule will
45 reflect an increase of .742% over the salary schedule of the previous year.
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47 [...]

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49 This MOU does not modify either parties' rights or obligations under the current effective CBA or
50 the EERA, is non-citable, non-precedential, and shall not be relied on as the basis for the
51 establishment of any past practice. Unless otherwise agreed upon in writing, this MOU shall

52 sunset upon completion and ratification of the Successor Collective Bargaining Agreement and
53 shall thereafter be of no further effect.

54
55 **South Orange County Community**
56 **College District**

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59
60 For SOCCCD
61 Dr. Cindy Vyskocil
62 Vice Chancellor, Human Resources

63
64
65 8.31.22

66 Date

67

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



For SOCCCD-FA
Claire Cesareo
Chief Negotiator

08/31/22

Date