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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT AND THE  
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION,  
CTA/NEA**

**July 13, 2023**

This Memorandum of Understanding 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. The purpose of this MOU is to clarify wages related to the state approved Cost of Living Adjustment (COLA) for the fiscal year 2023 – 2024.

**ARTICLE 30  
WAGES**

[....]

30.7 State of California Part-time Parity Compensation Funds

Parity compensation funds ("parity pay") received from the State of California in the amount of \$572,456 was added onto the salary schedule for the 2021-2022 academic year. This amount was increased to \$608,393 for the 2022-2023 academic year. For the 2023-2024 academic year, this amount has been increased to \$627,353 and has been added onto the salary schedule for disbursement through regular salary payments as determined by the appropriate salary schedule included in Appendix A. Going forward, sshould the State of California parity compensation funds exceed ~~\$572,456~~\$627,353, the District and the Association agree to meet to determine what amount, if any, will be distributed to part-time faculty. Conversely, should the State of California parity compensation funds fall below ~~\$572,456~~\$627,353, the District will combine any excess of the ~~\$572,456~~\$627,353 received the following year with that amount, and will meet with the Association to determine if any additional funds are due to be distributed to the part-time faculty.

30.8. Increase in Compensation

[....]

c. For the 2023-2024 academic year, the Full-time Academic Salary Schedule will reflect an increase of ~~5.65%~~7.42% over the salary schedule of the previous year. The increase will take effect for all pay and stipends beginning the first day of the fall 2023 semester. This agreement is only applicable to unit members who are in active status with the District as of August 21, 2023.

[....]

This MOU does not modify either parties' rights or obligations under the current effective CBA or the EERA, is non-citable, non-precedential, and shall not be relied on as the basis for the establishment of any past practice. Unless otherwise agreed upon in writing, this MOU shall sunset upon completion and ratification of the Successor Collective Bargaining Agreement and shall thereafter be of no further effect.

53 **South Orange County Community**  
54 **College District**

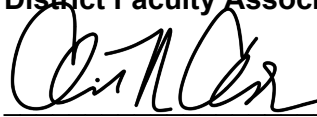
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58 For SOCCCD  
59 Dr. Cindy Vyskocil  
60 Vice Chancellor, Human Resources

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



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For SOCCCD-FA  
Claire Cesareo  
Chief Negotiator

7/13/2023

\_\_\_\_\_

Date