

THE SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
INITIAL PROPOSAL TO AMEND AND MODIFY
THE SOCCCD ACADEMIC EMPLOYEE MASTER AGREEMENT
Contract July 1, 2018 – June 30, 2021

In preparation for negotiations to address modifications and amendments to the current SOCCCD Academic Employee Master Agreement and pursuant to Section 3547 (a) of the California Educational Employment Relations Act, the South Orange County Community College District hereby notifies the Faculty Association and the residents of the South Orange County Community College District that it proposes to negotiate amendments related to the following Articles of the existing *Agreement*:

FOR SUBSTANTIVE DISCUSSION

Article XIV, Assignment, Contract Year, Hours of Service, and Professional Duties

- Define items including but not limited to: the assignment of non-instructional days and responsibility on these days; manager's rights for non-instructional faculty assignments; specify the intention of "personal necessity" time to eliminate misuse.
- Clarification of items including, but not limited to: finals week responsibilities, faculty duties, office hours, professional hours, student contact hours; preparation and grading expectations, textbook deadlines, job duties; number of required days on campus.
- Add professional responsibilities for SLO responsibilities in conducting assessment of student learning, data review, discussion of results, plans for improvement of teaching and learning (ACCJC requirement).
- Flex Week: Two (2) mandatory professional development days.
- Define specific department chair duties: process for selection of chairs, summer chairs duties and pay, evaluation; job duties, evaluation process of department chairs, EEO training for part-time faculty.

Article XV, Workload: Clarify and define: manager's right to assignment; manager's right to overload scheduling; LHE for stipend project; reassigned time and standards for non-instructional assignments and stipends; pay for overload and lecture hours; requirements of banked LHE; full time faculty exchanges with adjunct faculty; dean's right of assignment for all supplemental assignments including department chair stipends, practicums load and pay, PT and FT counselors pay differences, department chair duties and pay; address Cooperative Work Experience compensation so it matches CWEE FAQ document from CCCCCO.

Article XVII, Evaluations - Probationary, Tenured and Part-Time:

Improvement of evaluation instrument, student evaluations, separate evaluation for department chair's administrative portion of assignment.

Article XXVII, Benefits and Article XXXI, Retired Faculty Benefits:

Require employees 65 and older to use Medicare as primary for improved health benefits coverage.

FOR LESS SUBSTANTIVE DISCUSSION

Article I, Agreement: Change dates of contract.

Article IV, Definitions: Create “parity” definition; define non-instructional duty day/s.

Article XXVI, Bonded Sabbatical and Professional Development: Clarify standards for sabbaticals to include enhancing student success; define sabbatical scheduling when conflicting with the ability to backfill the vacancy created.

Article XXIX, Leaves: Develop Catastrophic Leave Plan taking into consideration tax implications.

Article XXX, Wages: Negotiate compensation package; evaluate and re-define department chair salary; include courses only from accredited institutions for salary advancement; define circumstances when lower division courses may be used for column advancement.

Other Considerations for Discussion

- Formalize faculty internship program
- Develop repository for course syllabus
- Add previously agreed-upon side letters and MOUs to the Master Agreement