

*An Initial Proposal to Amend and Modify the
SOCCCD Academic Employee Master Agreement*

SOCCCD Faculty Association

September 2017

The *Academic Employees Master Agreement*, which specifies the duties, obligations, working conditions and compensation for all full-time and part-time faculty of the South Orange County Community College District, will expire at the end of June, 2018. In preparation for negotiations to establish its replacement, pursuant to Section 3547 (a) of the California Educational Employment Relations Act, the South Orange County Community College District Faculty Association hereby notifies the Board of Trustees and the residents of the South Orange County Community College District that it proposes the following modifications to the existing *Agreement*:

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

Extend compensated college service and professional development opportunities to part-time faculty

Article XV: Workload

Establish conditions for part-time faculty workload beyond 10 LHE

Add extra duty days for certain disciplines

Increase department chair compensation rates

Revise CWE minimum class size, and CWE compensation model

Article XXVII: Benefits

Increase life insurance benefit

Increase and extend part-time health benefit

Article XXIX: Leaves

Increase bereavement leave

Modify parental leave benefit

Article XXX: Wages

Increase compensation

Establish part-time parity

Adjust initial salary schedule placement credit

Extend doctoral stipend to part-time faculty

Article XXXI: Retired Faculty Benefits

Provide benefits for dependents of retired faculty