

**A Proposal to Amend and Modify the  
South Orange County Community College District  
Academic Employee Master Agreement  
as submitted by the  
South Orange County Community College District  
Faculty Association  
July 17, 2002**

**Negotiation Team Members:**

**Lee Haggerty, Chief Negotiator  
Constance Caputo  
Richard Potratz  
Martin Welc  
Suzanne Crawford**

## **ARTICLE I, AGREEMENT**

?? Revise effective dates and names of the signatories.

## **ARTICLE II, RECOGNITION**

?? Revise wording, clarification of language; reformat arrangement of items.

?? Clarify represented employment groups as defined by the EERA.

## **ARTICLE III, DEFINITIONS**

?? Consolidate those definitions previously mingled throughout other sections of the contract into a single, comprehensive list.

?? Expand some existing definitions and add new definitions.

## **ARTICLE IV, NEGOTIATION PROCEDURES**

?? Revise wording, clarify language; reformat arrangement of items.

?? Increase Reassigned Time for Association Business.

?? Add allowance for a rollover option for any unused Reassigned Time.

## **ARTICLE V, ASSOCIATION RIGHTS**

?? Revise wording, clarify language; reformat arrangement of items.

?? Expand list of District Resources to which Association shall have right to access.

?? Add e-mail to those college mail distribution services already allowed.

## **ARTICLE VI, PROFESSIONAL DUES OR FEES AND PAYROLL DEDUCTIONS**

?? Revise wording, clarify language; reformat arrangement of items.

## **ARTICLE VII, GRIEVANCE PROCEDURES**

?? Revise wording, clarify language; reformat arrangement of items to reflect actual grievance process.

?? Eliminate hearsay as evidence by either party.

?? Clarify intention of reassigned time for grievance chairs and parties of interest.

## **ARTICLE VIII, LEAVES**

?? Revise wording, clarify language; reformat arrangement of items.

?? Expand definition of immediate family.

?? Replace "Maternity Leave" with "Family Leave," a term which includes the subdivisions Maternity, Child Rearing, and Immediate Family Care.

?? Add "War Leave" as explained by the Educational Code.

?? Modify Sabbatical Leave section.

?? Increase Personal Necessity annual allotment.

?? Clarify Professional Development Leave from current definition.

?? Change wording regarding District responsibilities in providing notice of sick leave.

?? Extend rights of faculty members on various types of leaves.

?? Review equity regarding sick leave accumulation formula.

?? Increase flexibility in use of sick leave.

- ?? Incorporate MOU (page 90 of current agreement) regarding OSH Banking into this article.
- ?? Modify OSH Banking.

#### **ARTICLE IX, PERSONNEL FILES**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Modify with regard to the accessing of personnel files.

#### **ARTICLE X, PART-TIME FACULTY**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Increase rights, options, and compensation for Part-Time Faculty, including, but not limited to, annual reappointment rights, paid office hours, and benefits.

#### **ARTICLE XI, TRANSFERS**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Add steps for voluntary and involuntary transfers.

#### **ARTICLE XII, FACULTY EVALUATION AND TENURE REVIEW PROCEDURES**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Include a proposal regarding the development of policies, procedures, and guidelines for tenure review.
- ?? Modify peer review section.
- ?? Modify form to make it appropriate for non-classroom faculty (i.e. lab, library, tutorial, and guidance).

#### **ARTICLE XIII, WORKLOAD AND ADDITIONAL DUTIES (Note: Change in title.)**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Integrate relevant parts of ARTICLE XIV, COMPENSATION, into this ARTICLE.
- ?? Eliminate inconsistencies in language regarding LHE and OSH.
- ?? Eliminate inequities and inconsistencies in workload and compensation issues.
- ?? Review Title IX considerations and compliance with state and federal law.
- ?? Review coaching calendars.
- ?? Integrate appropriate parts of Appendices K and L, with extensive changes to each.

#### **ARTICLE XIV, COMPENSATION (Note: Change in title.)**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Move relevant “Additional Duties” items to ARTICLE XIII.
- ?? Integrate Appendix C, with extensive modifications to the latter.
- ?? Restore reassigned time/stipend choice.
- ?? Integrate ARTICLE XX, Salary Schedule, with modifications to it, including those listed below.
- ?? Revise wording, clarify language; reformat arrangement of items in Salary Schedule, ARTICLE XX.
- ?? Restructure and update to present time period with appropriate dates in Salary Schedule.

- ?? Apply COLA (as determined by indexes appropriate to local C.P.I. in order to keep salary in pace with inflation and housing costs in Orange County), retroactive to June 30, 2002.
- ?? Include a uniform increase of \$2000/year to each cell of the Salary Schedule for each year of the contract, retroactive to June 30, 2002.
- ?? Increase the percentage multiplier used for the computation of OSH values.
- ?? Expand access to steps 26 to 30 in column 5 of Salary Schedule.
- ?? Incorporate Definition of Salary Classes (APPENDIX I) into this article.
- ?? Eliminate limit on previous experience given for initial placement on Salary Schedule.

#### **ARTICLE XV, TRAVEL**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Update mileage amount allotted for reimbursement.
- ?? Modify the prioritization of requests.

#### **ARTICLE XVI, EMPLOYEE BENEFITS**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Eliminate all outdated data related to the cost of employee benefits.
- ?? Expand employees' choices, options, and eligibility for benefits.
- ?? Relocate item 3, Health and Medical Benefits for Retirees, from ARTICLE XVII, RETIREMENT INCENTIVE PLANS.
- ?? Improve benefits package, retroactive to June 30, 2002.

#### **ARTICLE XVII, RETIREMENT INCENTIVE PLANS**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Expand the current Retirement Incentive choices.
- ?? Relocate item 3, Health and Medical Benefits for Retirees, to ARTICLE XVI, EMPLOYEE BENEFITS.
- ?? Add an Early Retirement Incentive.

#### **ARTICLE XVIII, UNIT STABILITY**

- ?? Clarify phrase in last section "as required according to student needs."

#### **ARTICLE XIX, ORGANIZATIONAL SECURITY**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Clarify Section 5.

#### **ARTICLE XX, SALARY SCHEDULE (Note: these items are also listed in ARTICLE XIV)**

- ?? Merge this ARTICLE into ARTICLE XIV, COMPENSATION.
- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Restructure and update to time period with appropriate dates.
- ?? Apply COLA (as determined by indexes appropriate to local C.P.I. in order to keep salary in pace with inflation and housing costs in Orange County), retroactive to 2002.

- ?? Include a uniform increase of \$2000/year to each cell of the Salary Schedule for each year of the contract, retroactive to June 30, 2002.
- ?? Increase percentage multiplier used for the computation of OSH values.
- ?? Expand access to steps 26 to 30 in column 5 of Salary Schedule.
- ?? Incorporate Definition of Salary Classes (APPENDIX I) into this article in its new location in ARTICLE XIV, COMPENSATION.
- ?? Eliminate limit on previous experience given for initial placement on Salary Schedule.

#### **ARTICLE XXI, SEVERABILITY**

- ?? Reformat arrangement of items.

#### **ARTICLE XXII, REOPENER CLAUSE**

- ?? Reformat arrangement of items.

#### **ARTICLE XXIII, BOARD POLICIES**

- ?? Reformat arrangement of items.
- ?? Coordinate with ARTICLE XXVI.

#### **ARTICLE XXIV, LAYOFF PROCEDURES**

- ?? Reformat arrangement of items.

#### **ARTICLE XXV, DISCIPLINE PROCEDURES**

- ?? Revise wording, clarify language; reformat arrangement of items.
- ?? Stipulate that faculty must be granted due process in discipline procedures.

#### **ARTICLE XXVI, FEDERAL AND STATE STATUTES**

- ?? Reformat arrangement of items.
- ?? Coordinate with ARTICLE XXIII.

#### **ARTICLE XXVII, EFFECT OF AGREEMENT**

- ?? Reformat arrangement of items.

### **NEW ARTICLES**

#### **ARTICLE XXVIII, DISTANCE EDUCATION**

- ?? Address work-force issues including but not limited to class size (i.e. Large Lecture), office hours, seniority determination, pay scale, licenses, and instructor-of-record listings.

#### **ARTICLE IXXX, INTELLECTUAL PROPERTY RIGHTS**

- ?? Enumerate rights regarding faculty ownership of intellectual property.

## **APPENDICES**

### **A. INSTRUCTOR'S EVALUATION REPORT**

?? Modify form to make it appropriate for non-classroom faculty (i.e. lab, library, tutorial, and guidance).

### **B. LARGE CLASS FORMULAS**

?? No change.

### **C. ACADEMIC PERSONNEL ADDITIONAL DUTY AND COMPENSATION**

?? Revise wording, clarify language; reformat arrangement of items.

?? Integrate with ARTICLE XIV, COMPENSATION.

### **D. HEALTH INSURANCE PLAN**

?? Contingent on negotiations for ARTICLE XVI, EMPLOYEE BENEFITS.

### **E. LIFE INSURANCE PLAN**

?? Contingent on negotiations for ARTICLE XVI, EMPLOYEE BENEFITS.

### **F. DENTAL INSURANCE PLAN**

?? Contingent on negotiations for ARTICLE XVI, EMPLOYEE BENEFITS.

### **G. VISION INSURANCE PLAN**

?? Contingent on negotiations for ARTICLE XVI, EMPLOYEE BENEFITS.

### **H. SALARY PROTECTION INSURANCE PLAN**

?? Contingent on negotiations for ARTICLE XVI, EMPLOYEE BENEFITS.

### **I. ACADEMIC SALARY SCHEDULES**

?? Contingent on negotiations for ARTICLE XIV (XX), COMPENSATION.

### **J. GRIEVANCE FORM**

?? Contingent on negotiations for ARTICLE IV, GRIEVANCES PROCEDURES

### **K. SPECIFICATIONS OF WORKLOAD AND COMPENSATION PROVISIONS**

?? Revise wording, clarify language; reformat arrangement of items.

?? Integrate into Article XIII

?? Eliminate inequities in workload issues and compensation.

?? Delete references to Kaiser health plan.

### **L. LEARNING CENTER INSTRUCTION**

?? Revise wording, clarify language; reformat arrangement of items.

?? Integrate into Article XIII

?? Eliminate inequities in workload issues and compensation.

### **M. REDUCED CONTRACT REQUEST**

?? Contingent on negotiations for ARTICLE VIII, LEAVES.\*

**N. PROFESSIONAL DEVELOPMENT LEAVE OPTION: CREDITED PAID LEAVE FOR OVERLOAD HOURS**

?? Contingent on negotiations for ARTICLE VIII, LEAVES.\*

**O. UNPAID WORKLOAD EXCHANGE**

?? Contingent on negotiations for ARTICLE VIII, LEAVES.\*

**P. OSH BANKING REQUEST FORM**

?? Contingent on negotiations for ARTICLE VIII, LEAVES.\*

**OTHER**

?? Integrate Appendices and Memorandums of Understanding (MOUs) to be into the appropriate ARTICLES.

\*(Reference to APPENDICES M, N, O, P) These and other forms need to be separated, combined, and reconciled to reflect the negotiations regarding these various leaves and issues.