

**UF MOU for OER, ZTC, and POER Stipends**  
February 29, 2024

Dear Colleagues,

United Faculty has successfully reached an MOU agreement with the District based on a Demand to Bargain. This MOU addresses faculty compensation for work on Open Educational Resources (OER), Zero Textbook Cost (ZTC), and Peer Online Course Review (POCR). Faculty members participating in these projects will receive a set stipend rate across the District. Please see the attached MOU.

This MOU reflects United Faculty's commitment to ensuring that our members receive equitable compensation districtwide for the important work of creating and promoting innovation and textbook accessibility for our students.

The District will be providing a form to be completed by the participating faculty and submitted to their dean.

Thank you, as always, for your support.

In Unity,

Christie

**Christie Diep**  
**President, United Faculty**

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
AND  
UNITED FACULTY CCA-CTA-NEA**

**February 26, 2024**

This Memorandum of Understanding ("MOU") is entered into by and between the North Orange County Community College District ("District") and the United Faculty Association ("Association").

WHEREAS, the District is offering an Open Educational Resources (OER) Incentive Program to reduce/eliminate textbook costs for students; and a compensation program for Peer Online Course Review (POCR) to improve quality of online teaching and learning; and

WHEREAS, United Faculty requested to bargain full-time faculty compensation in regard to OER development Districtwide, and for POCR and

WHEREAS, the District and United Faculty agree to compensate faculty for performing OER work, and for POCR outside of their regular academic assignments.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. OER stipends will be provided to faculty as follows:

Full time faculty members engaged in adopting/curating available OER for their courses resulting in zero textbook cost (ZTC), the compensation is as follows:

- First course - \$1,000
- Second course - \$750
- Third course - \$500

Full time faculty members engaged in adopting/curating available OER that are DEIAA responsive/relevant for their courses resulting in zero textbook cost (ZTC), the compensation is as follows:

- First course - \$3,000
- Second course - \$1,500
- Third course - \$1,000

Full time faculty members engaged in creating from scratch OER materials on their own in order to replace for-cost publisher textbooks/materials for their courses resulting in ZTC, the compensation is as follows: