

*J. Ramos*

**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:

- First course - \$5,000
- Second course - \$3,000
- Third course - \$2,000

All OER materials created from scratch by the full-time faculty member must be registered on the Creative Commons platform for a Creative Commons license. Stipends will only be paid upon registration of created OER on the Creative Commons Platform resulting in a Creative Commons license, and upon the course/section certified as ZTC in Banner.

2. POCR stipends will be provided to faculty as follows:

Full time faculty members engaged in the POCR (Peer Online Course Review) process will be compensated as follows:

- First course - \$3,000
- Second course - \$1,500
- Third course - \$750

Full time faculty members serving as reviewers/mentors in the POCR process will be compensated as follows:

- Up to 10 hours per course at \$55 per hour on PE contract, not to exceed \$550 per course

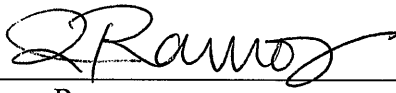
Stipends will only be paid upon POCR certification.

3. Either the District or the Association may request to revisit the provisions of this MOU prior to its expiration.
4. This MOU is unique unto its own circumstances and shall in no way set a precedent for any other employee in the future, and furthermore, no party hereto shall cite this MOU or its terms as past practice for any purpose in the future, and this MOU is not subject to the grievance procedure.
5. This MOU contains the sole and entire agreement and understanding of the Parties with respect to the entire subject matter hereof, and any and all prior discussions, negotiations, commitments and understandings related hereto are hereby merged herein. No representations, oral or otherwise, expressed or implied, other than those contained herein have been made by any Party hereto. No other agreements not specifically referred to herein, oral or otherwise, shall be deemed to exist or to bind any of the Parties.
6. This MOU will expressly expire on June 30, 2025, unless it is extended by the mutual written agreement of all Parties.

**APPROVED AND ACCEPTED.**

Date: February 26, 2024

NORTH ORANGE COUNTY COMMUNITY COLLEGE  
DISTRICT

By:   
Irma Ramos  
Vice Chancellor, Human Resources

Date: February 26, 2024

UNITED FACULTY ASSOCIATION

By:   
Christie Diep  
President, United Faculty