

August 16, 2023
UF UPDATE Fall 2023

Dear Colleagues,

As we prepare to begin a new academic year, I'm pleased to provide some important updates regarding salary adjustments and upcoming negotiations.

Pay Increase and New Salary Schedules

Our new salary schedules reflecting the 23/24 COLA pay increase of 8.22 percent have been posted on the District website. The new salary schedules for both regular pay and overload pay are attached here for your reference.

Negotiations Survey

As we look towards the expiration of our current contract on June 30, 2024, UF will conduct a faculty survey in September on salary, benefits, and working conditions. Your feedback is crucial as it will aid us in formulating our successor proposals that are required to be presented to the District by mid-October. The successor agreement will be for three years (24/25, 25/26, and 26/27).

Academic Calendars

Our goal is to negotiate the academic calendars for 24/25 and 25/26 by the end of the fall semester. We will be sending out information as soon as possible.

Winter Intersession Pay Increase

The District will be offering a fully online winter intersession pilot program beginning Dec. 18, 2023, and ending Jan. 19, 2024, with a holiday break from Dec. 22 to Jan. 1. You should be receiving information from your dean very early in the semester regarding teaching options.

United Faculty has successfully negotiated a Memorandum of Understanding (MOU) for intersession pay parity that increases our winter intersession pay from the overload rate to the summer intersession rate that includes the 23/24 COLA of 8.22 percent. Please note that winter and summer intersession fall under CBA Article 10 and are also included in other articles within the contract, including load banking, class cancelation, and sick leave. The updated intersession (summer and winter) pay schedule will be posted on the District website in September.

As a reminder, you can find a searchable copy of our current contract (CBA) on the UF website (see link below).

Thank you, as always, for your hard work and for your support.

Together we rise!

In Unity,

Christie

Christie Diep
President, United Faculty

ufnorthorange.com



United Faculty

United Faculty is a labor union and the exclusive bargaining agent representing the full-time faculty of the North Orange County Community College District.

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NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
REGULAR AND CONTRACT FACULTY ANNUAL SALARY SCHEDULE (177 DAYS)
 Effective July 1, 2023

<u>STEP</u>	<u>CLASS B</u>	<u>CLASS C</u>	<u>CLASS D</u>	<u>CLASS E</u>	<u>CLASS F</u>	<u>STEP</u>
1	84,277	87,986	91,690	95,389	100,547	1
2	84,277	87,986	91,690	95,389	100,547	2
3	84,277	87,986	91,690	95,389	100,547	3
4	87,986	91,690	95,389	99,100	104,248	4
5	91,690	95,389	99,100	102,804	107,957	5
6	95,389	99,100	102,804	106,511	111,659	6
7	99,100	102,804	106,511	110,217	115,365	7
8	102,804	106,511	110,217	113,921	119,071	8
9	106,511	110,217	113,921	117,622	122,777	9
10	110,217	113,921	117,622	121,331	126,482	10
11	113,921	117,622	121,331	125,036	130,190	11
12	117,622	121,331	125,036	128,740	133,889	12
13	121,331	125,036	128,740	132,444	137,596	13
16		128,740	132,444	136,154	141,305	16
18			136,154	139,859	145,007	18
20			139,859	143,558	148,711	20
22			143,558	147,268	152,415	22
25	125,036	132,444	147,268	150,974	156,120	25

CLASS B Minimum Qualifications
CLASS C Minimum Qualifications plus 18 semester units
CLASS D Minimum Qualifications plus 36 semester units
CLASS E Minimum Qualifications plus 54 semester units
CLASS F Earned Doctorate

INITIAL SALARY PLACEMENT

Initial salary placement is established on the basis of the minimum qualifications for the discipline of initial assignment as a contract faculty member.

Initial CLASS placement is established using the candidate's highest academic degree specified in the minimum qualifications. Approved units beyond those used to satisfy the minimum qualifications may be used for advanced class placement; applicable coursework must be obtained from an accredited postsecondary institution.

Initial STEP placement is established on the basis of previous experience as an academic employee and related full-time occupational experience, exclusive of any years of experience used in meeting the minimum qualifications. A maximum of nine (9) years of step credit may be granted for any combination of the following:

One year of step credit may be granted for each year of full-time contract academic employment with an accredited institution.

One year of step credit may be granted for each thirty (30) semester units of part-time academic employment with an accredited institution. A maximum of six (6) years of step credit may be granted for part-time academic employment. Substitute teaching, summer intersession teaching, and teaching compensated at part-time, extended-day or lecturer rates will be considered part-time academic experience.

One year of step credit may be granted for each three (3) years of full-time occupational experience directly related to the discipline.

Service as a teaching assistant, teaching intern, instructional aide or similar employment may not be applied toward advanced step placement.

Board Approved: 06/27/2023

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
REGULAR AND CONTRACT FACULTY ANNUAL SALARY SCHEDULE (195 DAYS)
 Effective July 1, 2023

<u>STEP</u>	<u>CLASS B</u>	<u>CLASS C</u>	<u>CLASS D</u>	<u>CLASS E</u>	<u>CLASS F</u>	<u>STEP</u>
1	92,627	96,712	100,795	104,870	110,551	1
2	92,627	96,712	100,795	104,870	110,551	2
3	92,627	96,712	100,795	104,870	110,551	3
4	96,712	100,795	104,870	108,959	114,630	4
5	100,795	104,870	108,959	113,037	118,715	5
6	104,870	108,959	113,037	117,121	122,794	6
7	108,959	113,037	117,121	121,205	126,875	7
8	113,037	117,121	121,205	125,287	130,960	8
9	117,121	121,205	125,287	129,363	135,042	9
10	121,205	125,287	129,363	133,449	139,124	10
11	125,287	129,363	133,449	137,530	143,210	11
12	129,363	133,449	137,530	141,613	147,283	12
13	133,449	137,530	141,613	145,693	151,369	13
16		141,613	145,693	149,779	155,454	16
18			149,779	153,862	159,534	18
20			153,862	157,936	163,615	20
22			157,936	162,025	167,693	22
25	137,530	145,693	162,025	166,107	171,778	25

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NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

REGULAR AND CONTRACT FACULTY OVERLOAD TEACHING SCHEDULE

Effective August 11, 2023 (Non-Credit)

Effective August 21, 2023 (Credit)

	COLUMN I Salary Classes B and C		COLUMN II Salary Classes D and E		COLUMN III Salary Classes F	
	Unit Rate	Hrly Rate	Unit Rate	Hrly Rate	Unit Rate	Hrly Rate
Lecture	1,429.67	81.695	1,497.79	85.588	1,568.78	89.645
Laboratory	1,143.76	65.358	1,198.15	68.466	1,255.02	71.715

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