

Tentative Agreement Overview

This tentative agreement between NOCCCD and United Faculty finalizes years 2018/2019, 2019/2020, and 2020/2021.

However, in the Spring of 2021, taskforces regarding Lecture/Laboratory Parity and 75th Percentile Comparability, shall commence. Should the taskforces have mutually agreed upon recommendations before the end of Spring 2022, the parties can reopen negotiations on the subject.

Article 1-Agreement

This settlement closes bargaining until June 30, 2021.

Article 5-Instructor Workload, Article 6-Counselor Workload, and Article 7-Librarian Workload

Reflects addition of Flex Days ratified in 2016.

Article 20-Salary Provisions

Salary-on Schedule

Unit members will receive a 5.5% increase on all salary schedules effective January 1, 2021.

Salary-off Schedule

Unit members will receive a one-time \$10,000 off-schedule payment. Paid in two increments of \$5000 paid on January 29, 2021 and \$5000 paid on February 26, 2021 to lesson any tax consequences.

Article 21-Employee Benefits

21.1 Hospitalization and Medical Care Plan

Effective July 1, 2021 the District will contribute a maximum of \$8058 annually towards dependent care medical premiums. Open enrollment will occur in Fall 2021.

Effective February 2021, the District will contribute \$805 per month through July 1, 2021 for unit members currently paying out-of-pocket for dependent coverage.

21.2 Fringe Benefit Allowance

The current \$4646.10 fringe for all unit members remains the same. Fringe benefit dollars continue to be available for health coverage or taken as cash.

Language clean-up and New Article 21.2.2 to reflect the 125 Plan and the 2016 implementation of allowing fringe benefit allowance to be taken as cash.

21.3 Retiree Benefits

Lifetime Medical for current unit members will remain the same.

Lifetime Medical vesting 50 years for unit members hired after July 1, 2021.

New Retiree Benefits will be determined for future hires as of July 1, 2021.

New Article

21.3.5 The Insurance and Benefits Committee will resume meeting in Spring 2021 to research and analyze retiree benefit options for all groups and make recommendations for negotiations for faculty hired after July 1, 2021.

Supplemental Early Retirement Program (SERP)

Supplemental Early Retirement Program (SERP) will be offered to eligible unit members with five (5) or more years of service credit with the North Orange County Community College District. Eligible unit member must provide the District a written notice of retirement date after April 15, 2021 and prior to June 30, 2021. The SERP will provide the eligible unit member the amount of \$1,000.00 per year of service up to a maximum dollar amount of \$25,000 with annuity options.

Annuity options defined in 21.2.4 and/or defined in finalized SERP Documents.

Collaborative Workgroups

The parties will form two taskforces to analyze Lecture/Laboratory Parity and 75th Percentile Total Compensation Comparability. Should the taskforces have mutually agreed upon recommendations before the end of Spring 2022, the parties can reopen negotiations on the subject.

Lecture-Lab Parity

During the Spring 2021 semester, a Lecture/Laboratory Parity Taskforce will be formed to provide mutually agreed upon recommendations for procedures, guidelines, and Lecture/Laboratory ratio compensation to begin negotiations 2022.

75th Percentile Comparability

During the Spring 2021 semester, the 75th Percentile Taskforce will be formed to provide recommendations of the community college districts and benchmarks for 75th Percentile Total Compensation Comparability to begin negotiations 2022.