

**UF Update**  
August 29, 2024

Dear Colleagues,

I want to share a few updates as we start the fall semester.

**Successor Contract Negotiations--Impasse:**

UF and the District are scheduled for PERB impasse mediation on Oct. 1-2, and possibly other dates if needed. We are happy to report that our PERB mediator will be the same from our last impasse, and we feel very confident in his ability to help us come to an agreement.

As I've said before, our District's continued need for PERB oversight underscores a lack of seriousness that places unnecessary burdens on faculty and the UF leadership. **Nevertheless, we are resolute in securing a meaningful agreement for faculty to vote on as soon as possible.**

We have repeated many times about the hyperbolic budget reporting the District relies on to hoard money. Last semester, under the direction of VC Fred Williams, the Board of Trustees approved a budget claiming an approximate \$30 million deficit, despite having a current ending balance of \$141 million. Please see the attached video.

**On Schedule Salary:**

UF proposed a 5% salary increase or COLA--whichever is higher--for each of the following three years: 24/25, 25/26, and 26/27.

District countered with a 1.5% increase for 24/25; zero% for 25/26; zero% for 26/27.

**Overload/Intersession Pay:**

UF proposed significant increases on the overload and intersession pay schedules. We are still far behind our comparable Districts and must get to the upper percentile.

**Benefits:**

UF proposed an increase in benefits for dependents to be at the Kaiser rate going forward. Faculty selecting Kaiser would not have any additional cost for premiums. Faculty selecting a plan that has higher premiums would pay the difference between the Kaiser rate and the plan selected.

**Fall 2024/Spring 2025 MOU Reminder:**

I've attached the 24/25 flexible scheduling MOU once again for your convenience. **Remote access for department and division meetings is still required.** The only changes in the 24/25 MOU are that the dean may request faculty to attend two meetings in person per semester, and faculty should have their cameras on during remote meetings, as technically feasible.

**ZTC/OER/POCR Stipend MOU:**

Please see the attached MOU for your convenience. Contact your dean for information on how to submit your stipend request for any of the items listed on the MOU.

**District Training Emails:**

Many faculty emailed me over the summer because of the relentless training emails being sent from anonymous District accounts. UF has asked for a definitive list of state required trainings and District determined trainings, including the process used for this determination. We've been promised this specific information. District determined trainings are under the scope of bargaining, and we have requested to bargain this issue over the fall semester. I'll keep you updated as soon as we have further information.

**Tenure Evaluation Emails:**

UF will say it again: sending these emails to faculty is completely inappropriate! Faculty are not supervisors (per Ed Code), and it is the dean's responsibility to follow the contractual timelines and contractual obligations for management. If you have any questions about your specific situation, please don't hesitate to email me ([cdiepuf@gmail.com](mailto:cdiepuf@gmail.com)) or our grievance chair, Linda Borla ([lbora@gmail.com](mailto:lbora@gmail.com)).

Once again, thank you all for your support and dedication. We are strong together!

In Unity,

Christie

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



**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:

**Memorandum of Understanding  
BY AND BETWEEN  
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
AND  
UNITED FACULTY CCA-CTA-NEA  
Pilot Program - Academic Year 2024-2025  
January 30, 2024**

This Memorandum of Understanding ("MOU") is entered into between the North Orange County Community College District ("District") and the United Faculty CCA-CTA-NEA ("UF"). The District and United Faculty have a mutual interest to build a flexible, future ready organization to serve more students and to serve students better in all modalities of instruction and support.

The District and United Faculty agree as follows:

1. The District and United Faculty recognize that scheduling and delivery modalities must be flexible in order to respond to student demand and to support student enrollment, success, persistence, and completion.
  2. Instructional faculty (credit and noncredit) are required to be on campus for a minimum of two days a week. Instructional Faculty who are scheduled to teach 80% or more in Distance Education (DE) Modalities, as recorded on their Staff Assignment Sheet (SAS), are required to be on campus a minimum of one day each week per semester as indicated on their SAS.
  3. Librarian faculty are required to be on campus a minimum of two days per week and sixteen (16) hours per week. The workweek for librarians shall be assigned an average of 35 hours and 5 hours for professional activities for a total of forty (40) hours per week.
  4. Counseling faculty can schedule up to sixty percent (60%) of their required annual workload remotely. Counselor's schedules will meet student demands and comply with the collective bargaining agreement Scheduling Article 4 and Counselor Workload Article 6. The total annual hours stated in Article 6 shall remain 1,245 hours annually.
  5. Unit members assignment may include distance education/online courses if there is an approved DE addendum attached to the course outline of record. This assignment can be made if a unit member has been certified by the campus to teach online. Unit members assigned distance education/online courses shall adhere to District and/or campus standards, format and procedures applicable to distance education/online courses (e.g., use of prescribed learning management system (ex: Canvas) and online synchronous software (ex: Zoom).
  6. Where a unit member is assigned distance education/online course and the distance education/online course is delivered at a location other than a District facility, unit members shall ensure a secure work environment wherein all student privacy and FERPA rights are strictly maintained.
  7. If a unit member works remotely, the unit member must maintain and provide required adequate utilities such as Internet, phone, and other utilities at their own expense. Unit members may request equipment and supplies necessary to perform their job in advance
-