



**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
AGENDA OF REGULAR MEETING OF THE BOARD OF TRUSTEES**

MEETING: Regular Meeting in October 2024

DATE: Tuesday, October 22, 2024, at 5:30 p.m.

PLACE: Anaheim Union High School District Board Room
501 N. Crescent Way, Anaheim, CA 92801

Access to the Board of Trustees meeting is available via the District YouTube channel by clicking on the following livestreaming link and selecting the “LIVE” video option:

<https://www.youtube.com/channel/UCsguBf7ndfQVQ6n0v9hrfiQ>

Welcome to this meeting of the North Orange County Community College District Board of Trustees. Anyone wishing to attend this meeting virtually may do so via the YouTube link listed on the agenda.

The Board respects the rights of members of the public to comment on matters under its jurisdiction. Members of the public may address the Board by completing a yellow card entitled, “Request to Address Board of Trustees” and submitting it to the Recording Secretary. These cards are available at the entrance to the Board Room.

Members of the public may address the Board regarding items on the agenda as these items are taken up by the Board. Those wishing to address matters not on the agenda can do so immediately prior to the adjournment to closed session or, in the absence of a closed session, at the conclusion of all other public session business. Public comments must comply with the three-minute time limit.

The Board reserves the right to change the order of the agenda items as the need arises. All Board meetings, excluding closed sessions, are electronically recorded.

AGENDA:

1.
 - a. **Pledge of Allegiance to the Flag**
 - b. **Board of Trustees Roll Call**
 - c. **Consider Non-Personnel block-vote items indicated by [] in Section 3**
 - d. **Consider Personnel block-vote items indicated by [] in Section 4**
 Agenda items designated as block-vote items with [] are considered by the Board to either be routine or sufficiently supported by back-up information that additional discussion is not required. Therefore, there will be no separate discussion on these items before the Board votes on them.

 Block vote items will be enacted by one motion. Exceptions to this procedure may occur if a Board member requests a specific item be removed from block-vote consideration for separate discussion or if an individual wishes to comment on a block-vote item. During either scenario the Board President will remove the item from block-vote consideration for separate discussion and a separate vote.

 Public records related to the public session agenda, that are distributed to the Board of Trustees less than 72 hours before a regular meeting, may be inspected by the public by contacting the Chancellor’s Office, 1830 W. Romneya Drive, Anaheim, CA 92801, during regular business hours (8:00 a.m. – 5:00 p.m.).
 - e. **Chancellor’s Report**
2.
 - a. **Approval of Minutes of the Regular Meeting of October 8, 2024**
 - b. **FIRST CLOSED SESSION** (only if needed)

3. **FINANCE & FACILITIES**

- a. It is recommended that the Board receive the 2023-2024 Travel Expense Report.
- b. It is recommended that the Board review the Calendar for the Fiscal Year 2025-26 Budget.
- c. It is recommended that the Board approve the District's Sustainability Action Plan.
- [d] Authorization is requested to enter into an agreement with Cumming Group for Furniture, Equipment, and Project Support Consultant Services Group at Cypress College.
- [e] Authorization is requested to approve out-of-country travel for instructor Markus Burger to attend the 46th International Summer Course of Brasília (CIVEBRA) in Brasilia, Brazil from January 13-25, 2025.
- [f] Authorization is requested to enter into a travel arrangement with AIFS for the Cypress College and Fullerton College Fall 2025 Study Abroad Program in London, England.
- [g] Authorization is requested to allow the Cypress College Foundation to serve alcoholic beverages at the Pups & Pints Event on the College campus on Thursday, October 24, 2024.
- [h] Authorization is requested for Fullerton College to accept donations to its divisions, departments, and/or programs.

4. **HUMAN RESOURCES**

- [a] Request approval of the following items concerning academic personnel:
 - Stipend for Additional Administrative Duties
 - Additional Duty Days @ Per Diem
 - Temporary Academic Hourly
- [b] Request approval of the following items concerning classified personnel:
 - Retirement
 - New Personnel
 - Voluntary Changes in Assignment
 - Stipend for Additional Administrative Duties
 - Leaves of Absence
 - Probationary Release
- [c] Request approval of Professional Experts.
- [d] Request approval of short-term, tutors, interpreters and readers, professional medical employees, work-study/work experience, full-time students, and substitute (hourly) personnel.

- [e] Request approval of Volunteers.
- [f] Request approval of the revised Professional Expert Hourly Rate Schedule, which reflects the increases and additions effective November 16, 2024.
- g. Request approval for the salary increase for Executive Officer Salary Schedule for the 2024–25 fiscal year to provide an on-schedule salary increase of 1.5% across the schedule effective October 1, 2024; column advancements; contract renewals through June 30, 2027; and contract amendments.
- [h] Request approval of the Tentative Agreement between United Faculty CTA/CCA/NEA and the District inclusive of all specified terms and conditions.

5. GENERAL

- a. It is recommended that the Board adopt the 2024-25 Board of Trustees Goals.
- b. It is recommended that the Board adopt Resolution No. 24/25-03 to declare that the week of November 11-15, 2024 be observed as Veterans Appreciation Week.
- c. It is recommended that the Board discuss any potential future agenda items.

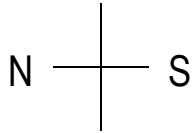
6. COMMENTS

- a. Chancellor's Staff Comments
- b. Resource Table Personnel Comments
- c. Members of the Board of Trustees Comments
- d. Public Comments on Non-agenda Items

7. ADJOURN TO CLOSED SESSION: Per the following sections of the Government Code:

- a. Per Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR IRMA RAMOS, VICE CHANCELLOR, HUMAN RESOURCES: Employee Organizations: United Faculty/CCA/CTA/NEA, Adjunct Faculty United Local 6106, CSEA Chapter #167, and Unrepresented Employees.
- b. Per Section 54957: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE.
- c. Per Section 54957.5: PUBLIC EMPLOYEE PERFORMANCE EVALUATION: CHANCELLOR.
- d. Per Section 54956.9(d)(2): CONFERENCE WITH LEGAL COUNSEL: ANTICIPATED LITIGATION: One (1) Potential Case.

It is the intention of the North Orange County Community College District to comply with the Americans with Disabilities Acts (ADA) in all respects. If, as an attendee or a participant at this meeting, you will need special assistance, the North Orange County Community College District will attempt to accommodate you in every reasonable manner. Please contact the Chancellor's Office, at (714) 808-4797, at least 48 hours prior to the meeting to inform us of your particular needs so that appropriate accommodations may be made.



Board Room Seating Arrangement

Evangelina Rosales,
President

Jeffrey P. Brown,
Vice President

Dr. Barbara Dunsheath,
Secretary

Jacqueline Rodarte,
Board Member

Stephen T. Blount,
Board Member

Ed Lopez,
Board Member

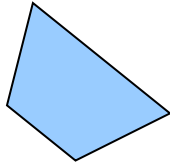
Ryan Bent,
Board Member

Katie Wong,
Student Member CC

Dr. Byron D. Clift Breland,
Chancellor

Sharon Kim,
Student Member FC

Alba Recinos,
Recording Secretary



Audience Seating

Constituent Group
Representatives

Chancellor's Staff

Entrance



NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 22, 2024

SUBJECT: 2023-2024 Travel Expense Report

Action	
Resolution	
Information	X
Enclosure(s)	X

BACKGROUND: Every fiscal year the District prepares an annual Travel Expense Report for travel by Trustees, Chancellor’s Staff, and other Employees. This report summarizes all approved travel activities within the District. These activities are considered necessary for the enhancement of student success. In addition to the summary information, details of travel by Trustee and Chancellor’s Staff are provided. The report has been disseminated to all campus CEO’s and is included in the Board Agenda Backup.

For fiscal year 2023-2024, the total travel expenditures were as follows:

Trustees	\$	38,243.32
Chancellor’s Staff		78,243.29
Employees		1,604,899.04
Total Expenditures	\$	1,721,385.65

This agenda item was submitted by Erika Almaraz, Executive Director, Fiscal Affairs.

How does this relate to the five District Strategic Directions? This item responds to Direction #4: The District will implement best practices related to planning including: transparent decision-making processes, support of strategic and comprehensive planning activities at campus and District levels, and the allocation of resources to fund planning priorities.

How does this relate to Board Policy: This agenda item is submitted in accordance with Board Policy 6360, Travel.

FUNDING SOURCE AND FINANCIAL IMPACT: District travel expenses are funded by the General Fund and by Categorical Funding.

RECOMMENDATION: It is recommended that the Board receive the 2023-2024 Travel Expense Report.

Fred Williams

Recommended by


 Approved for Submittal

3.a.1

Item No.

North Orange County Community College District
Travel Expenditures - Comparison to prior Year
FY 23/24 versus FY 22/23

Description	Categorical			
	FY 23/24	FY 22/23	Increase (Decrease)	% Change
Trustees	\$ -	\$ -	\$ -	0.00%
Chancellor's Staff	13,002.62	11,517.89	1,484.73	12.89%
Employees	751,507.27	332,673.86	418,833.41	125.90%
Total Expenditures	\$ 764,509.89	\$ 344,191.75	\$ 420,318.14	122.12%

Description	Unrestricted			
	FY 23/24	FY 22/23	Increase (Decrease)	% Change
Trustees	\$ 38,243.32	\$ 16,923.78	\$ 21,319.54	125.97%
Chancellor's Staff	65,240.67	56,866.85	8,373.82	14.73%
Employees	853,391.77	456,120.18	397,271.59	87.10%
Total Expenditures	\$ 956,875.76	\$ 529,910.81	\$ 426,964.95	80.57%

Description	Total			
	FY 23/24	FY 22/23	Increase (Decrease)	% Change
Trustees	38,243.32	16,923.78	\$ 21,319.54	125.97%
Chancellor's Staff	78,243.29	68,384.74	9,858.55	14.42%
Employees	1,604,899.04	788,794.04	816,105.00	103.46%
Total Expenditures	\$ 1,721,385.65	\$ 874,102.56	\$ 847,283.09	96.93%

North Orange County Community College District
Travel Expense Report - Categorical versus Unrestricted Funds
By Employee Classification
July 1, 2023 - June 30, 2024

Employee Classification	Categorical	Unrestricted	Grand Total
Trustees			
Member Board of Trustees	\$ -	\$ 38,243.32	\$ 38,243.32
Total - Trustees	\$ -	\$ 38,243.32	\$ 38,243.32
Chancellor's Staff			
Chancellor	-	20,959.48	20,959.48
Classified Managers	-	17,857.77	17,857.77
Executive Officer	13,002.62	26,423.42	39,426.04
Total - Chancellor's Staff	\$ 13,002.62	\$ 65,240.67	\$ 78,243.29
Employees			
Academic Administrator	106,472.09	186,916.17	293,388.26
Adjunct Faculty	28,004.08	16,002.23	44,006.31
Adjunct Hourly	22,321.65	23,276.99	45,598.64
Classified Employee FT	156,594.76	230,289.77	386,884.53
Classified Managers	102,728.55	126,108.46	228,837.01
Confidential Employee	7,929.72	13,253.42	21,183.14
Contract Faculty 177 Days	36,474.36	20,591.80	57,066.16
Contract Faculty 195 Days	5,993.91	2,239.23	8,233.14
Hourly Employee	30,859.34	4,401.81	35,261.15
Permanent Faculty 177 Days	154,303.28	173,925.02	328,228.30
Permanent Faculty 195 Days	52,646.57	35,156.85	87,803.42
Summer Intersession	-	-	-
Temp Special Project Admin	47,178.96	15,686.19	62,865.15
Temporary Faculty - 195 days	-	5,543.84	5,543.84
Total - Employees	\$ 751,507.27	\$ 853,391.77	\$ 1,604,899.04
Total Expenditures	\$ 764,509.89	\$ 956,875.76	\$ 1,721,385.65

** "Contract" refers to full-time faculty or counselors that are on tenure track or probationary, while "Permanent" refers to full-time faculty or counselors that are tenured or permanent. Counselors are identified as "195 Days" and full-time faculty are identified as "177 Days".

North Orange County Community College District
Travel Expense Report - Board of Trustees
July 1, 2023 - June 30, 2024

Conference	Organization	Total
Bent, Ryan W.		
2024 Annual Trustees Conference	Community College League of California	\$ 2,409.35
Bent, Ryan W. Total		\$ 2,409.35
Blount, Stephen T.		
2023 Annual Convention	Community College League of California	\$ 1,652.76
2024 Annual Trustees Conference	Community College League of California	\$ 1,974.24
2024 Community College Public Relations Organization Conference	Community College Public Relations Organization	\$ 1,676.61
OCSBA/ACSA Joint Dinner Meeting	Orange County School Boards Association/Association of California School Administrators Region 17	\$ 55.00
Blount, Stephen T. Total		\$ 5,358.61
Brown, Jeffrey P.		
2023 Annual Convention	Community College League of California	\$ 1,898.32
2024 Annual Trustees Conference	Community College League of California	\$ 2,252.36
Brown, Jeffrey P. Total		\$ 4,150.68
Dunsheath, Barbara A.		
2023 Annual Convention	Community College League of California	\$ 1,977.13
2024 Annual Trustees Conference	Community College League of California	\$ 2,257.11
2024 Effective Trusteeship & Board Chair Workshops and Annual Legislative Convention	Community College League of California	\$ 2,328.76
2024 Governance Leadership Institute	Association of Community College Trustees	\$ 650.00
2024 Trustee Welcome	California Community Colleges Chancellor's Office	\$ 1,083.13
Dunsheath, Barbara A. Total		\$ 8,296.13
Lopez, Eduardo A.		
2024 Annual Trustees Conference	Community College League of California	\$ 2,320.65
Partners in Excellence Conference 2024	The Accrediting Commission for Community and Junior Colleges	\$ 694.84
Lopez, Eduardo A. Total		\$ 3,015.49
Ramirez, Jesus		
2023 Annual Convention	Community College League of California	\$ 1,857.36
2023 Student Trustee Workshop	Community College League of California	\$ 968.77
2024 General Assembly	The Student Senate for California Community Colleges	\$ 1,421.62
Ramirez, Jesus Total		\$ 4,247.75
Rodarte, Jacqueline E.		
2024 Annual Trustees Conference	Community College League of California	\$ 1,853.75
Rodarte, Jacqueline E. Total		\$ 1,853.75
Rosales, Evangelina		
2024 Annual Legislative Conference	Community College League of California	\$ 1,278.86
2024 Effective Trusteeship & Board Chair Workshops and Annual Legislative Convention	Community College League of California	\$ 1,940.66
2024 Governance Leadership Institute	Association of Community College Trustees	\$ 2,480.08
2024 National Legislative Summit	Association of Community College Trustees	\$ 3,106.96
OCSBA/ACSA Joint Dinner Meeting	Orange County School Boards Association/Association of California School Administrators Region 17	\$ 55.00
Rosales, Evangelina Total		\$ 8,861.56
Serrano, Chloe E.		
2023 Student Trustee Workshop	Community College League of California	\$ 50.00
Serrano, Chloe E. Total		\$ 50.00
Grand Total - Board of Trustees Travel		\$ 38,243.32

Item No. 3.a.4

North Orange County Community College District

Travel Expense Report - Chancellor's Staff

July 1, 2023 - June 30, 2024

Conference	Organization	Total
Clift Breland, Byron D. <i>Chancellor</i>		
2023 Annual Conference	California Community Colleges Organización de Latinx Empowerment, Guidance, Advocacy for Success	\$ 309.04
2023 Annual Convening	Complete College America	\$ 1,761.35
2023 Annual Convention	Community College League of California	\$ 1,746.35
2023 Annual Trustees Conference	Community College League of California	\$ (243.05)
2023 Diversity, Equity, Inclusion, and Accessibility Institute	Community College League of California	\$ 716.72
2024 Annual Legislative Conference	Community College League of California	\$ 1,938.80
2024 Annual Trustees Conference	Community College League of California	\$ 1,749.72
2024 Chief Executive Officers Symposium	Community College League of California	\$ 1,800.24
2024 Governance Leadership Institute	Association of Community College Trustees	\$ 650.00
2024 Leadership Congress	Association of Community College Trustees	\$ 1,220.00
2024 National Conference	Asian Pacific Americans in Higher Education	\$ 853.05
2024 National Conference on Race & Ethnicity in Higher Education	University of Oklahoma	\$ 100.00
2024 National Legislative Summit	Association of Community College Trustees	\$ 3,025.85
A2MEND 2024 Summit	African American Male Education Network & Development	\$ 690.26
Dr. Sonya Christian's Investiture	California Community Colleges Chancellor's Office	\$ 800.33
Legislative Advocacy Trip	Nossaman LLP	\$ 780.69
Partners in Excellence Conference 2024	The Accrediting Commission for Community and Junior Colleges	\$ 340.00
Pre Tech Crunch Meetings	Upview! For AI Meeting	\$ 934.45
Trustee Welcome	California Community Colleges Chancellor's Office	\$ 579.96
Vision 2030: A Call to Action Adult Education Summit	California Community Colleges Chancellor's Office	\$ 1,205.72
Clift Breland, Byron D. Total		\$ 20,959.48
Li-Bugg, Wenying C. <i>Vice Chancellor, Educational Services & Technology</i>		
2024 National Conference on Race & Ethnicity in Higher Education	University of Oklahoma	\$ 3,112.47
2024 Noncredit Institute	Academic Senate for California Community Colleges	\$ 385.00
Annual Conference 2024	Educause	\$ 2,960.24
Li-Bugg, Wenying C. Total		\$ 6,457.71
Olivo, Cynthia D. <i>President, Fullerton College</i>		
2023 AACC Annual	American Association of Community Colleges	\$ 224.00
2023 Annual Conference	California Community Colleges Organización de Latinx Empowerment, Guidance, Advocacy for Success	\$ 1,120.00
2023 Annual Convention	Community College League of California	\$ 1,956.74
2023 Chief Executive Officers Leadership Academy	Community College League of California	\$ 659.12
2024 Board Planning Retreat	California Community Colleges Organización de Latinx Empowerment, Guidance, Advocacy for Success	\$ 1,635.13
2024 Chief Executive Officers Symposium	Community College League of California	\$ 333.00
2024 Leadership Awards	The James Irvine Foundation	\$ 815.90
2024 National Conference	Asian Pacific Americans in Higher Education	\$ 1,228.38
A2MEND 2024 Summit	African American Male Education Network & Development	\$ 1,442.21
Advancing Our Imperative Convening	The Regents of the University of California	\$ 34.00

Item No. 3.a.5

North Orange County Community College District

Travel Expense Report - Chancellor's Staff

July 1, 2023 - June 30, 2024

Conference	Organization	Total
Board Retreat	The Coalition CC	\$ 678.05
Dr. Angélica Garcia Investiture	Santa Rosa Junior College	\$ 697.91
HSI Research Colectiva Convening	UC Davis School of Education	\$ 649.05
July Convening	Equal Justice Initiative	\$ 549.40
Nandi Symposium 2023	California Community Colleges Chancellor's Office	\$ 325.00
Paris Site Visit	American Institute for Foreign Study	\$ 2,443.18
Partners in Excellence Conference 2024	The Accrediting Commission for Community and Junior Colleges	\$ 675.00
Softball Championship	California Community College Athletic Association	\$ 1,218.68
Olivo, Cynthia D. Total		\$ 16,684.75
Purtell, Valentina <i>President, North Orange Continuing Education</i>		
2024 Spring Conference	Association of Chief Business Official	\$ 683.73
ASCCC 2024 Noncredit Institute	2024 Noncredit Institute	\$ 385.00
CAEP Summit 2023	California Adult Education Program	\$ 450.00
Vision 2030: Noncredit Summit	North Orange Continuing Education	\$ 313.09
Purtell, Valentina Total		\$ 1,831.82
Ramos, Irma <i>Vice Chancellor, Human Resources</i>		
2023 Annual Conference	California Community Colleges Organización de Latinx Empowerment, Guidance, Advocacy for Success	\$ 828.71
2023 Community College Risk Management Consortium	Arthur J. Gallagher & Co.	\$ 172.00
2024 Annual Convention	Community College League of California	\$ 1,847.80
2024 Consortium	Alliance of Schools for Cooperative Insurance Programs	\$ 31.00
2024 National Conference on Race & Ethnicity in Higher Education	University of Oklahoma	\$ 4,014.32
2024 PARMA Annual Conference	Public Agency Risk Management Association	\$ 65.00
ACHRO/EEO 2023 Fall Training Institute	Association of Chief Human Resource Officers/Equal Employment Opportunity Commission	\$ 1,251.88
Ramos, Irma Total		\$ 8,210.71
Recinos, Alba C. <i>Administrative Support Manager</i>		
Executive Assistants Leadership Workshop	Community College League of California	\$ 2,797.86
Recinos, Alba C. Total		\$ 2,797.86
Schilling, JoAnna <i>President, Cypress College</i>		
Dr. Sonya Christian's Investiture	California Community Colleges Chancellor's Office	\$ 557.66
Schilling, JoAnna Total		\$ 557.66

North Orange County Community College District

Travel Expense Report - Chancellor's Staff

July 1, 2023 - June 30, 2024

Conference	Organization	Total
Stearns, Kai M. <i>District Director, Public & Governmental Affairs</i>		
2023 Annual Convention	Community College League of California	\$ 1,613.14
2024 Annual Legislative Conference	Community College League of California	\$ 1,757.70
2024 National Conference	American Association of Community Colleges	\$ 3,472.40
2024 National Conference on Race & Ethnicity in Higher Education	University of Oklahoma	\$ 3,467.43
2024 National Legislative Summit	Association of Community College Trustees	\$ 3,171.98
Fall Luncheon 2023	Human Options	\$ 252.64
Legislative Advocacy Trip	Nossaman LLP	\$ 1,324.62
Stearns, Kai M. Total		\$ 15,059.91
Thayer, Scott W. <i>President, Cypress College</i>		
2024 Chief Executive Officers Leadership Academy	Community College League of California	\$ 992.44
Thayer, Scott W. Total		\$ 992.44
Williams, Fredrick G. <i>Vice Chancellor, Finance & Facilities</i>		
2023 Fall Conference	Association of Chief Business Official	\$ 1,415.54
2024 Spring Conference	Association of Chief Business Official	\$ 1,734.37
2024 The Budget Workshop	Association of California Community College Administrators/Association of Chief Business Official	\$ 695.58
Legislative Advocacy Trip	Nossaman LLP	\$ 845.46
Williams, Fredrick G. Total		\$ 4,690.95
Grand Total - Chancellor's Staff Travel		\$ 78,243.29

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES
DATE: October 22, 2024
SUBJECT: Calendar for Fiscal Year 2025-26 Budget

Action	_____
Resolution	_____
Information	<u> X </u>
Enclosure(s)	<u> X </u>

BACKGROUND: Pursuant to Board Policy 6200, Budget Preparation, a schedule must be provided to the Board that includes dates for presentation of the tentative budget, required public hearings, Board study sessions, and approval of the final budget. Accordingly, the attached budget calendar highlights significant dates for the 2025-26 budgeting cycle.

This agenda item was submitted by Erika Almaraz, Executive Director, Fiscal Affairs.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction 3) Stewardship of Resources – NOCCCD will promote a shared vision of responsible stewardship of District resources through transparent and inclusive decision-making and integrated planning.

How does this relate to Board Policy: This item is submitted in accordance with Board Policy 6200, Budget Preparation.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board review the Calendar for the Fiscal Year 2025-26 Budget.

Fred Williams

Recommended by

B. V. dist Brad M

Approved for Submittal

3.b.1

Item No.

Calendar for FY 2025-26 Budget

January 15, 2025	P-1 Apportionment Attendance Report Submission Due
January 28, 2025	Board review of Governor's January Budget and discussion on Priorities
February 17, 2025	Budget Centers are requested to start Position Clean up
February 28, 2025*	First Principal Apportionment Report Issued by State Chancellor's Office
March 10, 2025	CBF review of Tentative Budget Assumptions and Board Priorities
March 24, 2025	DCC review of Tentative Budget Assumptions and Board Priorities
April 14, 2025	CBF review of Tentative Budget Assumptions and Board Priorities
April 20, 2025	P-2 Apportionment Attendance Report Submission Due
April 21, 2025	Budget Centers are requested to start Faculty Position Clean up
April 28, 2025	DCC review of Tentative Budget Assumptions and Board Priorities
May 05, 2025	Personnel Change Forms due to Human Resources for Tentative Budget
May 12, 2025	CBF review of Tentative Budget Assumptions and Board Priorities
May 12, 2025	HR to complete processing all submitted Personnel Changes related to Tentative Budget (further changes are to be held until the data is rolled over to the Budget Tables (See May 19 below)
May 19, 2025	<ul style="list-style-type: none"> • HR & District Fiscal Affairs to clean up Position Control budget information related to Tentative Budget • District Fiscal Affairs to roll Position Budget data over to the Budget Tables • Budget Centers to start budget input for NONPOS phase
May 27, 2025	Report provided to Board on Governor's May Budget Revisions
June 04, 2025	Budget Centers to be complete with Budget inputs of NONPOS phase and reconciliation of budgets for Tentative Budget
June 10, 2025	Prepare GASB 54 Agenda item to be taken to the Board (if needed)
June 9, 2025	CBF review of Governor's May Budget Revisions and Proposed Budget Assumptions (if needed)
June 9, 2025	Completion of the Tentative Budget
June 06, 2025	Final changes for Position Control due to HR for Proposed Budget
June 13, 2025	HR to complete Personnel Changes related to Proposed Budget
June 26, 2025*	Second Principal Apportionment Report issued by State Chancellor's Office
June 20, 2025	HR & District Fiscal Affairs to clean up Position Control budget information related to Proposed Budget. (further permanent changes to NYSPBUP are to be held until the Tentative Budget is rolled over to the finance tables (See June 25 below)
June 23, 2025	DCC review of Proposed Budget Assumptions (if needed)
June 24, 2025	Board approval of the Tentative Budget
June 25, 2025	<ul style="list-style-type: none"> • District Fiscal Affairs to Feed Tentative Budget (TENTAT) to Operating Ledger to start the fiscal year • District Fiscal Affairs to roll Position Budget over to the Budget Tables. • HR can resume making permanent changes to NYSPBUP • Budget Centers can access NONPOS for updated budget input
July 15, 2025	Annual Apportionment Attendance Report Submission Due
July 31, 2025*	Year-end closing completed for District and Campus accounts
August 6, 2025*	Carryover balances completed and distributed
Aug. 12 or 26, 2025	Board review of the Proposed Budget Assumptions
August 14, 2025*	Budget Centers to complete Budget input of NONPOS phase and reconciliation of budgets for Proposed Budget
August 21, 2025*	Completion of Proposed Budget and close FINAL phase in Banner
August 22, 2025*	Public Notice published in the Orange County Register
Sept. 5-9, 2025	Proposed Budget available for public inspection
September 9, 2025	Public Hearing on the Proposed Budget at Board Meeting
September 10, 2025	District Fiscal Affairs to Feed Proposed Budget (FINADJ) to the Operating Ledger.

*Estimated Date

(as of 10/10/2024)
Item No. 3.b.2

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u>X</u>
DATE:	October 22, 2024	Resolution	<u> </u>
		Information	<u> </u>
SUBJECT:	NOCCCD Sustainability Action Plan – Second Reading and Approval	Enclosure(s)	<u>X</u>

BACKGROUND: On February 8, 2022, the District adopted AP 3580 Environmental Sustainability Plan in response to California Community Colleges Board of Governors Sustainability Policy (2019); (STARS) Sustainability Tracking, Assessment and Rating System; and (UNSDGs) United Nations Sustainable Development Goals. On May 9, 2023, the District awarded a contract to DLR Group to support the development of a comprehensive sustainability plan to meet the 2025 and 2035 goals set by the State Chancellor’s Guidelines, the State Community College Board of Governors Energy and Sustainability Policy. The plan objective is to set the guiding principles for an integrated energy master plan, total cost of ownership plan and set a comprehensive approach to, the district’s current sustainability vision to include priorities for wellness, mental health, and resilience of the campus community.

Over the eight-month duration, this plan was created with full engagement of constituents represented by students, faculty, and staff from diverse roles and departments across each campus, as well as the District. Various drafts of the plan were shared with campus committees, academic senates, and student groups for review and input. The draft was presented to members of the District Consultation Council on May 20, 2024, and to the Board for information, review and a first reading at its May 28, 2024, meeting.

Included is a list of revisions made after receiving feedback and input from the campuses and Board. The final draft is ready to be presented for a second reading and approval.

The final draft of the Sustainability Action Plan is available on the District website via [this link](#).

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction #4: The District will implement best practices related to planning, including: transparent decision-making processes, support of strategic and comprehensive planning activities at campus and district levels, and the allocation of resources to fund planning priorities.

How does this relate to Board Policy: This item is in accordance with General Institution Board Policy BP3580 Sustainability Plan/Environmental Sustainability

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable at this time.

RECOMMENDATION: It is recommended that the Board approve the District’s Sustainability Action Plan.

Fred Williams

Recommended by



Approved for Submittal

3.c.1

Item No.

The following is a list of the comments received from the NOCCCD Board of Trustees with corresponding changes made to the Sustainability Action Plan.

1. Trustee Ryan Bent asked about the 2019 baseline (for the district) esp. for goals such as fossil fuels with a 2025 goal.

Chancellor's Goal Source: [California Community Colleges Board of Governors Climate Action and Sustainability Framework \(cccco.edu\)](#) pg. 3

Section 1.1: total Green House Gas (GHG) emissions (scopes 1-3)

- Response to Trustee Comment: Removed reference to 2025.
 - o The primary direction from CCCCO (linked above) is to first benchmark emissions by 2025. NOCCCD will continue to benchmark and report annually (building related GHG emissions is already happening). Sustainability Action Plan (SAP) objective to expand the GHG inventory to include Scope 1 emissions from owned fleet vehicles.

2. Trustee Jefferey Brown: Requirements for Leadership in Energy and Environmental Design (LEED) Gold were in the former draft, not in new one.

Chancellor's Goal Source: [California Community Colleges Board of Governors Climate Action and Sustainability Framework \(cccco.edu\)](#) pg. 4

LEED certification is not required by the CCCCO in new construction projects. "Districts and colleges are encouraged to strive for all new buildings and major renovations to be constructed as Zero Net Energy (ZNE) and certified Zero Carbon."

- Response to Trustee comment and after further discussion and review with the District Executive Committee: Ensured the word "equivalence" is in the final SAP.
 - o Added sentence: When not pursuing LEED certification, include measurable decarbonization goals in the project scope and require appropriate documentation be submitted to Campus Capital Projects.

3. Trustee: Identify the items that we can continue doing, not just new initiatives.

- Response to Trustee Comment: These are in "Sustainability in Action" under objectives and in "Drivers". The **Assets: "What's Working"** content also documents input from listening sessions. Pg. 37-41

4. Trustee: Dashboard Comment, it is unclear what the colors on the dials mean, perhaps a description when someone hovers over a color to identify what each means.

- Response to Trustee Comment: Added "Tool Tips" to Dashboard, including the Total Cost of Ownership page.

5. Trustee Lopez: Revise "Shared Ownership" Objective to "Education and Engagement" to better align with STARS and Chancellor's objectives

- Response to Trustee: removed "shared ownership" and updated to "education and engagement"

Other Minor Changes received by DLR and Executive Committee:

1.2: Building specific emissions

6. The NOCCCD baseline year was adjusted to 2021 for consistency with the Energy Dashboard and the data available in ENERGY STAR Portfolio Manager. The difference in GHG emissions between 2019 and 2021 is negligible.
7. Metrics | Milestones: updated to specify the milestones are related to reducing the use of natural gas in buildings

1.3: Energy Need Reduction

8. Campus average Energy Use Intensity (EUI) was used to establish the EUI metrics on pg. 63 and in Dashboard. This aligns with the CCCCCO metric in the Energy section, Pg.4: [California Community Colleges Board of Governors Climate Action and Sustainability Framework \(cccco.edu\)](https://www.cccco.edu/ClimateActionandSustainabilityFramework)

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: October 22, 2024 Resolution _____
Information _____
Enclosure(s) _____

SUBJECT: Entering into a Furniture, Equipment, and
Project Support Consultant Services
Agreement with Cumming Group for Various
Projects at Cypress College

BACKGROUND: The College was seeking proposals for a part-time Consultant to serve as an extension of the Campus Capital Projects Office (“CCP Office”) at Cypress. This Consultant will provide support for furniture, equipment and other project services related to various Capital Outlay projects. The primary duties will involve procurement and site implementation of furniture and equipment along with general project assistance as needed.

After reviewing proposals from two firms, considering team member experience, responses and hourly rate, it is recommended that the College proceed with Cumming Group for furniture, equipment, and project support services.

Both firms offered the hourly rate of \$99/hr, however, Cummings had a 3% increase starting after year 2, while the other firm started after year 1. Below is the fee schedule.

Fee Schedule for Yearly Renewal Options:

The total five (5) year breakdown is estimated as follows:

Year 1 & 2 (10/23/24 – 10/23/26):	\$300,000
Year 3 (10/24/26 – 10/23/27):	\$128,000 <i>optional to renew based on need</i>
Year 4 (10/24/27 – 10/23/28):	\$132,000 <i>optional to renew based on need</i>
Year 5 (10/24/28 – 10/23/29):	\$135,000 <i>optional to renew based on need</i>

The services will begin on October 23, 2024 and end October 23, 2026. The contract is set as an hourly, not-to-exceed fee of \$300,000 for the initial 2 years, with the option to renew annually for up to five years, extending through October 23, 2029. The District has confirmed that the fee aligns with industry standards. Should the College choose to renew based on project needs and workload, billing rates may increase by a maximum of 3% per year after the initial term.

This agenda item was submitted by Allison Coburn, Campus Capital Projects Manager.

How does this relate to the five District Strategic Directions? This item responds to Direction #3 – Stewardship of Resources: NOCCCD will promote a shared vision of responsible stewardship of District resources through transparent and inclusive decision-making and integrated planning; and Direction #5 – Physical Environment: NOCCCD will be a leader in creating accessible and sustainable facilities that support student and

employee success.

How does this relate to Board Policy: This item is submitted in accordance with Board Policy 6330, Purchasing/Warehouse; Board Policy 6340, Bids and Contracts; and Board Policy 6600, Capital Construction.

FUNDING SOURCE AND FINANCIAL IMPACT: This agreement is funded by Measure J.

RECOMMENDATION: Authorization is requested to enter into an agreement with Cumming Group for Furniture, Equipment, and Project Support Consultant Services Group at Cypress College for an amount not to exceed \$300,000. The agreement will begin on October 23, 2024 and end on October 23, 2026 with an option to renew annually for up to five years, with the possibility of a maximum annual rate increase of 3% after the initial term. Authorization is further requested for the Vice Chancellor, Finance & Facilities or District Director, Purchasing to execute the agreement on behalf of the District.

Fred Williams

Recommended by

B. V. dist Brad

Approved for Submittal

3.d.2

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: October 22, 2024 Resolution _____
SUBJECT: Fullerton College Art Department (Music) Information _____
Out-of-Country Travel Enclosure(s) _____

BACKGROUND: Per Board Policy 7400, Travel and Conference Attendance, all travel outside the United States must be approved in advance by the Board. To comply with the Board Policy, the CEO must approve the out of country travel before forwarding the request to the Vice-Chancellor, Finance and Facilities Office for submittal of the agenda item to the Board. The following trip involves out-of-country travel:

- Instructor Markus Burger, Fullerton College, 46th International Summer Course of Brasília (CIVEBRA), Brasilia, Brazil from January 13-25, 2025

Markus Burger will travel to Brasilia, Brazil to participate in the 46th International Summer Course of Basília. While in attendance, he will engage with an international community of musician/professors and artists to explore advanced pedagogical techniques in music instruction, attend daily master classes, explore inclusive teaching practices that focus on diverse musical traditions and collaborate with fellow music educators from around the world.

This Board item was prepared by Grant Linsell, Dean of Fine Arts.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction 2) Employee Experience – NOCCCD will provide an inclusive, equitable, and welcoming environment to support the wellbeing and professional growth of all employees.

How does this relate to Board Policy: This item is submitted in accordance with Board Policy 7400, Travel and Conference Attendance.

FUNDING SOURCE AND FINANCIAL IMPACT: Faculty member expenses will be covered by the faculty member and may be augmented by Staff Development funds (pending committee approval).

RECOMMENDATION: Authorization is requested to approve out-of-country travel for instructor Markus Burger to attend the 46th International Summer Course of Brasília (CIVEBRA) in Brasilia, Brazil from January 13-25, 2025.

Fred Williams

Recommended by


Approved for Submittal

3.e

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

Action X
Resolution _____

DATE: October 22, 2024

Information _____
Enclosure(s) _____

SUBJECT: District Study Abroad Program
Fall 2025, London, England

BACKGROUND: Since 1987, the District has been running an International Education Program and during these years, has solicited proposals to provide travel arrangements. AIFS has been a good program and has been recommended to handle all travel arrangements for the proposed Fall 2025 Study Abroad Program in London, England.

The proposed Fall 2025 Study Abroad Program will begin on September 19, 2025, and end on December 5, 2025. The program will be open to all Cypress College and Fullerton College students who are in good standing and have completed a minimum of 12 units.

This board item was prepared by Dr. Dani Wilson, Dean of the Library/Learning Resources Instructional Support Programs and Services, and Administrator of the Fullerton College Study Abroad Program.

How does this relate to the five District Strategic Directions: This Study Abroad Program supports District Strategic Direction 1) Student Experience & Success: NOCCCD will provide comprehensive support, equitable opportunities, co-curricular programming, and clear pathways to ensure that students achieve their educational and career goals, and Strategic Direction 4) Collective Impact & Partnerships: NOCCCD will develop and sustain collaborative projects and partnerships with educational institutions, community based organizations, and businesses to create positive change in the region.

How does this relate to Board Policy: This item is in compliance with Board Policy/Administrative Procedure 4300, Field Trips and Excursions.

FUNDING SOURCE AND FINANCIAL IMPACT: Students will pay a basic program fee of \$11,395 which includes housing accommodations, travel pass, in-country student support, student medical insurance, cultural activities, excursions, student orientation, support staff, and some meals.

RECOMMENDATION: Authorization is requested to enter into a travel arrangement with AIFS for the Cypress College and Fullerton College Fall 2025 Study Abroad Program in London, England. The basic program fee of \$11,395, which is to be paid by each student, includes housing accommodations, travel pass, in-country student support, student medical insurance, student orientation, support staff, travel excursions, and some meals. Authorization is further requested for the Vice Chancellor, Facilities and Finance, to execute the agreement on behalf of the District. A signed copy of the travel contractor agreement will be on file in the District Business Office.

Fred Williams

Recommended by


Approved for Submittal

3.f

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES
DATE: October 22, 2024
SUBJECT: Fullerton College Donations

Action X
Resolution
Information
Enclosure(s)

BACKGROUND: Businesses and individuals frequently make monetary donations or donate supplies and equipment that are of value to Fullerton College and its instructional programs.

This agenda item was submitted by Dr. Cynthia Olivo, President, Fullerton College.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction 4) Collective Impact and Partnerships: NOCCCD will develop and sustain collaborative projects and partnerships with educational institutions, community based organizations, and businesses to create positive change in the region.

How does this relate to Board Policy: This item is in compliance with Board Policy 3820, Gifts and Donations.

FUNDING SOURCE AND FINANCIAL IMPACT: The monetary and supplies/equipment donations to Fullerton College will assist with expenses associated with the Fullerton College instructional programs and departments which would otherwise be funded through the division budgets.

RECOMMENDATION: Authorization is requested for Fullerton College to accept the following donations:

To the Fullerton College Tech & Engineering Division, Fashion Technology Department:

- *600 yards of sample fabric – Kiyonna Clothing Inc., Zacary Powell*
- *Fabric, patterns, and sewing notions – April Rangel*
- *Fabric, patterns, and sewing notions – Genesis Diaz*

To the Fullerton College Physical Education Division:

- *\$500 check – Gerald M. Padilla*
- *\$2,000 check – Gerald M. Padilla*

To the Fullerton College Physical Education Division, Baseball:

- *\$1,000 check – Robert Mihran Kargenian and Michelle R. Kargenian*
- *\$225 check – Tristan and Kristan Harris*
- *\$350 check – Juan C. Barrios and Elizabeth Barrios*

To the Fullerton College Physical Education Division. Football:

- *\$500 check – Gerald Padilla*
- *\$275 check – Laura V. Blanco*

To the Fullerton College Physical Education Division, Men's Soccer:

- *\$6,259.27 check – Rangers FC, General Account*
- *\$400 check – Juan Manuel Quintana Loeza and Angela Lopez Camarena*

Recommended by

B. V. dist BndM
Approved for Submittal

3.h.2
Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 22, 2024

SUBJECT: Academic Personnel

Action	<u> X </u>
Resolution	<u> </u>
Information	<u> </u>
Enclosure(s)	<u> X </u>

BACKGROUND: Academic personnel matters within budget.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by


Approved for Submittal

4.a.1

Item No.

Academic Personnel
October 22, 2024

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Vera Lopez, Janet	CC	Division Dean, Language Arts 10% Stipend Eff. 10/01/2024-12/31/2024
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ADDITIONAL DUTY DAYS @ PER DIEM

Cherney, Julia	CC	Co-Director of Dental Hygiene	11 days
Contreras, Kendra	CC	Co-Director of Dental Hygiene	3 days

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2024 FALL SEMESTER

Bladh, Brett	CC	Column 1, Step 1
Gener, Alvin	NOCE	Column 1, Step 1
Schade, Mike	CC	Column 2, Step 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Clark, Imelda	CC	Column 1, Step 1
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TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Nehme, Maroun	CC	Column 2, Step 1
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TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Briseno, Andrea	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Cobb, Tonya	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Gutierrez, Ruth	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Jones, Sarah	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024

Academic Personnel
October 22, 2024

Jordan, Blake	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Mande, Anu	FC	Zero Textbook Cost - First Course Creating OER Materials Stipend not to exceed \$5,000.00 Eff. 08/29/2024
Mande, Anu	FC	Zero Textbook Cost - Second Course Creating OER Materials Stipend not to exceed \$3,000.00 Eff. 08/29/2024
Mande, Anu	FC	Zero Textbook Cost - Third Course Creating OER Materials Stipend not to exceed \$2,000.00 Eff. 08/29/2024
Matsuya, Cassandra	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Omidmalar, Alejandro	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Passman, Alan	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Powell, Laura	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Reeves, Mallroy	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024

Academic Personnel
October 22, 2024

Robertson, Alison	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Sharp, Cara	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Simoese, Nora	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024
Tran, Stephanie	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$720.00 Eff. 09/13/2024 - 12/13/2024

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u> X </u>
DATE:	October 22, 2024	Resolution	<u> </u>
SUBJECT:	Classified Personnel	Information	<u> </u>
		Enclosure(s)	<u> X </u>

BACKGROUND: Classified personnel matters within budget.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by


Approved for Submittal

4.b.1

Item No.

Classified Personnel
October 22, 2024

RETIREMENT

Saghieh, Oscar	FC	Project Manager, Campus Capital Projects 12-month position (100%) Last Date of Employment: 12/30/2024 PN: FCM950
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NEW PERSONNEL

Dang, Yennhi	FC	Web Content Specialist 12-month position (100%) Range 38, Step B Classified Salary Schedule Eff. 11/01/2024 PN FCC651
Guillen, Jose	FC	Groundskeeper 12-month position (100%) Range 29, Step E Classified Salary Schedule Eff. 11/01/2024 PN FCC780
Marquez, Miranda	AC	Communications Coordinator 12-month position (100%) Range 45, Step B Classified Salary Schedule Eff. 11/01/2024 PN DEC926
Perez, Mayra	FC	Special Project Coordinator, Re-Entry Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 11/01/2024 – 06/30/2025 PN FCT580
Syau, Brandon	AC	Special Project Coordinator, Accounting Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 11/01/2024 – 06/30/2025 PN DET999

Classified Personnel
October 22, 2024

Terpening, Noah	CC	Special Project Coordinator, Cyber Security Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 11/01/2024 – 06/30/2025 PN CCT721
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VOLUNTARY CHANGES IN ASSIGNMENT

Abutin, Roxanne	NOCE	Student Services Technician/Matriculation Temporary Decrease in Percent Employed From: 100% To: 90% Eff. 11/01/2024 – 11/30/2024 PN SCC927
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Alvarado, Alejandra	NOCE	Student Services Specialist (100%) Temporary Change in Assignment To: Prog. Coordinator, ESL Community Engagement 12-month position (100%) Range 45, Step B Classified Salary Schedule Eff. 11/01/2024 – 06/30/2025
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Ramirez, Fabiola	FC	Administrative Assistant I (100%) Temporary Change in Assignment To: Administrative Assistant II 12-month position (100%) Range 36, Step E + 10% Longevity + PGD Classified Salary Schedule Eff. 11/01/2024 - 06/30/2025
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Tran, Lisa	CC	Administrative Assistant I (100%) Permanent Increase from Months Employed From: 11 months, 100% To: 12 months, 100% Eff. 01/01/2025 PN CCC957
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Classified Personnel
October 22, 2024

Tran, Luu	CC	Administrative Assistant II (100%) Permanent Increase from Months Employed From: 11 months, 100% To: 12 months, 100% Eff. 01/01/2025 PN CCC890
Valle, Marcela	NOCE	Admissions and Records Analyst (100%) Temporary Change in Assignment To: Interim Director, Admissions and Records 12-month position (100%) Range 25, Column A Management Salary Schedule Eff. 10/07/2024 – 06/30/2025 PN SCM987 - TR
Williams, Adrienne	CC	Administrative Assistant I (100%) Temporary Change in Assignment To: Executive Assistant II 12-month position (100%) Range 44, Step A Classified Salary Schedule Eff. 11/01/2024 – 06/30/2025

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Sodman, Victoria	NOCE	Administrative Assistant I (100%) Extension of 6% Stipend Eff. 10/01/2024 – 12/31/2024
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LEAVES OF ABSENCE

@01782356	FC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 9/30/2024 – 10/7/2024 (Consecutive Leave)
@01148764	FC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 7/22/2024 through 10/11/2024 (Consecutive Leave)

Classified Personnel
October 22, 2024

PROBATIONARY RELEASE

@02021717

FC

Facilities Assistant
12-month position (100%)
Eff. 10/16/2024
PN FCC917

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 22, 2024

SUBJECT: Professional Experts

Action	<u> X </u>
Resolution	<u> </u>
Information	<u> </u>
Enclosure(s)	<u> X </u>

BACKGROUND: Professional Experts within budget.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget. The supervising manager is authorized by the Board to assign budget numbers in the employment of Professional Experts.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by



Approved for Submittal

4.c.1

Item No.

Professional Experts
October 22, 2024

PROFESSIONAL EXPERTS

Name	Site	Job Classification	Project Title	Max Permitted Hours per Week	Begin	End
Agredano, Magaly	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Bakhom, Hoda	FC	Project Expert	Student Success Advocate	26	10/07/2024	11/22/2024
Bakhom, Hoda	FC	Project Expert	Student Success Advocate	26	12/02/2024	12/13/2024
Bakhom, Hoda	FC	Project Expert	Student Success Advocate	26	01/27/2025	03/28/2025
Bakhom, Hoda	FC	Project Expert	Student Success Advocate	26	04/07/2025	05/28/2025
Boyd, Porsha	FC	Technical Expert II	Distance Education Division Representative	20	09/23/2024	12/14/2024
Brown, Debra	FC	Technical Expert II	Crime Lab Project Coordinator	26	10/08/2024	12/12/2024
Brown, Debra	FC	Technical Expert II	Crime Lab Project Coordinator	26	01/7/2025	05/22/2025
Che, Claudia	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Cisneros, Perla	FC	Project Expert	Student Success Advocate	26	10/07/2024	11/22/2024
Cisneros, Perla	FC	Project Expert	Student Success Advocate	26	12/02/2024	12/13/2024
Cisneros, Perla	FC	Project Expert	Student Success Advocate	26	01/27/2025	03/28/2025
Cisneros, Perla	FC	Project Expert	Student Success Advocate	26	04/07/2025	05/28/2025
Debin, Megan	FC	Technical Expert II	Distance Education Division Representative	20	09/23/2024	12/14/2024
DeJesus, Roman	FC	Technical Expert II	Field Trip Drivers	8	09/26/2024	10/01/2024
Diaz, Jessica	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Diaz, Robert	FC	Technical Expert II	Distance Education Division Representative	20	09/23/2024	12/14/2024
Duque, Jennifer	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Edwards, Arnette	FC	Technical Expert II	Distance Education Division Representative	20	09/23/2024	12/14/2024
Fallon, Jordan	FC	Project Expert	Student Clubs	26	10/07/2024	12/20/2024
Fallon, Jordan	FC	Project Expert	Student Clubs	26	01/13/2025	03/28/2025
Fallon, Jordan	FC	Project Expert	Student Clubs	26	04/07/2025	06/13/2025
Harless Heather	FC	Project Manager	Lighting Designer	2	10/08/2024	12/31/2024

Professional Experts
October 22, 2024

Henderson, Angela	FC	Technical Expert II	Distance Education Division Representative	20	09/23/2024	12/14/2024
Hernandez, Anthony	FC	Certified Athletic Trainer	Certified Athletic Trainer	12	10/08/2024	12/31/2024
Hobbs, Royden	FC	Technical Expert II	Field Trip Drivers	16	09/26/2024	10/01/2024
Ignacio, Ashley	FC	Project Expert	Outreach Hourly	26	10/07/2024	11/22/2024
Ignacio, Ashley	FC	Project Expert	Outreach Hourly	26	12/02/2024	12/13/2024
Ignacio, Ashley	FC	Project Expert	Outreach Hourly	26	01/06/2025	03/28/2025
Ignacio, Ashley	FC	Project Expert	Outreach Hourly	26	04/07/2025	06/30/2025
Hughes, Deidre	FC	Technical Expert II	Mindfulness Program Coordinator	1	08/22/2024	12/14/2024
Kelley, Brandon	FC	Project Expert	Student Success Advocate	26	10/07/2024	06/30/2025
Kominek, Bridget	FC	Technical Expert II	Accreditation Writing Team	40	10/01/2024	12/14/2024
Kusunoki, Catherine	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
MacPherson Carolyn	FC	Project Coordinator	Benefits	26	10/14/2024	11/22/2024
Maldonado, Olivia	FC	Project Coordinator	Administration of Justice Pathway Program (AJPP) Coordinator	26	10/07/2024	11/15/2024
Maldonado, Olivia	FC	Project Coordinator	Administration of Justice Pathway Program (AJPP) Coordinator	26	12/02/2024	12/18/2024
Maldonado, Olivia	FC	Project Coordinator	Administration of Justice Pathway Program (AJPP) Coordinator	26	01/13/2025	03/21/2025
Maldonado, Olivia	FC	Project Coordinator	Administration of Justice Pathway Program (AJPP) Coordinator	26	04/07/2025	06/05/2025
Martinez, Ingrid	NOCE	Project Expert	Parenting Program BTIC Professional Expert	15	10/01/2024	12/20/2024
Martinez, Ingrid	NOCE	Project Expert	Parenting Program BTIC Professional Expert	15	01/06/2025	04/18/2025
Martinez, Ingrid	NOCE	Project Expert	Parenting Program BTIC Professional Expert	15	04/28/2025	05/23/2025
Martinez, Nicole	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
McLean, James	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Mendoza Horta, Alondra	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Moore, Michael	FC	Technical Expert II	Distance Education Division Representative	20	09/23/2024	12/14/2024
Murillo, Aide	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025

Professional Experts
October 22, 2024

Murillo, Felicia	FC	Project Expert	Student Success Advocate	26	10/07/2024	12/06/2024
Murillo, Felicia	FC	Project Expert	Student Success Advocate	26	01/27/2025	06/12/2025
Nielson, Toni	FC	Technical Expert II	OER/ZTC Information Sessions and Panel Discussions	10	10/09/2024	12/14/2024
O'Daniel, Amy	FC	Project Coordinator	Academic Internships Coordinator	26	10/07/2024	11/22/2024
O'Daniel, Amy	FC	Project Coordinator	Academic Internships Coordinator	26	12/02/2024	12/13/2024
Penesa, Brandon	CC	Technical Expert II	Perkins V AC/R and UCR Grant	5	10/14/2024	06/30/2025
Ramirez, Gabriela	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Ramos, Anahi	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Reyes, Kiara	FC	Project Expert	Student Success Advocate	26	10/07/2024	11/22/2024
Reyes, Kiara	FC	Project Expert	Student Success Advocate	26	12/02/2024	12/13/2024
Reyes, Kiara	FC	Project Expert	Student Success Advocate	26	01/27/2025	03/28/2025
Reyes, Kiara	FC	Project Expert	Student Success Advocate	26	04/07/2025	05/28/2025
Rodriguez, Steven	AC	Technical Expert I	Assist with Fall Semester Ledgers	26	10/07/2024	10/31/2024
Romero Herrera, Aletza	FC	Project Expert	AJ SWP Outreach Planning & Marketing Specialist	26	10/01/2024	12/13/2024
Rosen, Lugene	FC	Technical Expert II	Distance Education Division Representative	20	09/23/2024	12/14/2024
Rouly, Kyle	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Salcedo, Joel	FC	Technical Expert II	OER/ZTC Information Sessions and Panel Discussions	10	10/09/2024	12/14/2024
Samano, Jeffrey	FC	Technical Expert II	OER/ZTC Information Sessions and Panel Discussions	10	10/09/2024	12/14/2024
Serrano, Camille	FC	Project Coordinator	Project Coordinator & Social Media Manager	26	10/21/2024	12/14/2024
Serrano, Camille	FC	Project Coordinator	Project Coordinator & Social Media Manager	26	01/13/2025	06/13/2025
Singh-Moran, Jordan	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Slonecker, Ashley	FC	Project Expert	Student Success Advocate	26	10/08/2024	06/30/2025
Tawakuly, Melika	FC	Project Expert	Student Success Advocate	26	10/07/2024	12/12/2024
Tawakuly, Melika	FC	Project Expert	Student Success Advocate	26	01/27/2025	06/12/2025
Ugarte, Fidel	CC	Project Coordinator	Irrigation	26	10/02/2024	11/05/2024
Ugarte, Fidel	CC	Project Coordinator	Irrigation	26	11/05/2024	06/30/2025

Professional Experts
October 22, 2024

Vergara, Jared	FC	Project Expert	Student Clubs	20	10/07/2024	12/20/2024
Vergara, Jared	FC	Project Expert	Student Clubs	20	01/13/2025	03/28/2025
Vergara, Jared	FC	Project Expert	Student Clubs	20	04/07/2025	06/13/2025
Zacarias, Jessica	FC	Project Expert	Outreach Hourly	26	10/07/2024	11/22/2024
Zacarias, Jessica	FC	Project Expert	Outreach Hourly	26	12/02/2024	12/13/2024
Zacarias, Jessica	FC	Project Expert	Outreach Hourly	26	01/06/2025	03/28/2025
Zacarias, Jessica	FC	Project Expert	Outreach Hourly	26	04/07/2025	06/30/2025

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: October 22, 2024 Resolution
SUBJECT: Hourly Personnel Information
Enclosure(s) X

BACKGROUND: Short-term, substitute and student work-study/work experience personnel may be employed on a temporary basis from time to time to assist in the workload of various departments.

In accordance with the District’s administrative procedures, the employment of short-term and substitute employees is restricted to not more than twenty-six (26) hours per week. The employment of student employees is restricted to not more than twenty (20) hours per week.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by

B. V. Dipt Breda

Approved for Submittal

4.d.1

Item No.

Hourly Personnel
October 22, 2024

Short-Term Hourly

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Curdo, Jaimie	CC	Paraprof - Theater crew for campus productions	10/23/24	06/30/25	TE B 4
Dain, Nick	AC	Clerical/Secretarial - Assist the Accounting and Accounts Payable Dept	11/01/24	01/31/25	TE B 2
Esparza, Tyler	CC	Technical - Assist in Art Department	10/23/24	12/13/24	TE A 1
Esparza, Tyler	CC	Technical - Assist in Art Department	02/18/25	05/19/25	TE A 1
Khyltash, Isaiah	CC	Technical - Assist in Art (Ceramics) Department	10/23/24	12/13/24	TE A 1
Khyltash, Isaiah	CC	Technical - Assist in Art (Ceramics) Department	02/18/25	05/19/25	TE A 1
Prodigalidad, Krystal	CC	Technical - Assist in Campus Art Gallery	10/23/24	12/13/24	TE A 2
Prodigalidad, Krystal	CC	Technical - Assist in Campus Art Gallery	02/18/25	05/19/25	TE A 2
Nevarez, Jorge	FC	Paraprof - On-call theater crew for campus/rental productions	10/23/24	06/30/25	TE J 4

Medical

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Graham, Staci	FC	Medical - Clinical Therapist for campus Health Center	10/15/24	06/30/25	TE C 4

Tutors, Interpreters, and Readers

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Bedolla, Alicia	FC	Direct Instr Support - Tutor in Math	10/23/24	06/30/25	TE A 2
Burroughs, Steven	FC	Direct Instr Support - Tutor in the Math & CSCI Tutoring Lounge	10/09/24	06/30/25	TE A 1
Dinh, Minh	FC	Direct Instr Support - Tutor in Math	10/23/24	06/30/25	TE A 1
Hererra, Rochelle	NOCE	Direct Instr Support - Interpreter for hearing-impaired students	10/23/24	06/30/25	TE F 2

Full Time Students and Work Study

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Alcantara, Lanz Anthony	CC	Work Study Student - Student Ambassador/Outreach	10/23/24	06/15/25	TE A 1

Hourly Personnel
 October 22, 2024

Allstun, Julianna	FC	Work Study Student - Assist in Art	10/23/24	06/30/25	TE A 1
Castaneda, Yadira	FC	Work Study Student - Assist in Hornets Resource Center	10/23/24	06/30/25	TE A 1
Garza, Gianna	CC	Full-time Student - Assist in the Coffee Shop	09/25/24	06/30/25	TE A1
Hassouneh, Muhammad	FC	Work Study Student - Assist in Athletics	10/23/24	06/30/25	TE A 1
Hilahan, Joshua	CC	Full-time Student - Assist in Bursar's Office	10/23/24	06/30/25	TE A 1
Moman-Turner, Julian	FC	Work Study Student - Assist in Athletics	10/23/24	06/30/25	TE A 1
Ramirez, Kaylie	FC	Work Study Student - Assist in Promise	10/23/24	06/30/25	TE A 1
Rangel, Samantha	FC	Work Study Student - Clerical assistance to EOPS/CARE Program	10/23/24	06/30/25	TE A 1
Vicuna, Brooke	FC	Full-time Student - Assist DEIA initiatives for Student Development	10/22/24	06/30/25	TE A 2

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 22, 2024

SUBJECT: Volunteers

Action	<u> X </u>
Resolution	<u> </u>
Information	<u> </u>
Enclosure(s)	<u> X </u>

BACKGROUND: The District recognizes the value of volunteer services in conjunction with certain programs, projects, and activities and may use the services of volunteers from time to time, when it serves the interests of the District. Volunteers are individuals who freely offer to perform services for the District without promise, expectation, or receipt of any compensation for the services provided.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: Not applicable.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by


Approved for Submittal

4.e.1

Item No.

Volunteer Personnel
October 22, 2024

Volunteers

Name	Site	Program	Begin	End
Anderson, Stephanie	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Bhakta, Krupa	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Binev, Georgi	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Choe, Shann	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Henry, Alfonso	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Lopez-Pulido, Hugo	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Lu, Vivian	NOCE	ESL - Instructional assistance for the ESL Program	08/12/24	12/20/24
Macedo, Tabatha	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Mendez, Aslyn	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Paniagua, Juan Daniel T.	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Rivera, Ana Martiza	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Robillos, Richard	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Thomas, Brittney	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25
Villarreal, Hannah	CC	Physical Education – Women’s Basketball	10/08/24	06/30/25

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES
DATE: October 22, 2024
SUBJECT: Revised Professional Expert Hourly Rate Schedule

Action	<u>X</u>
Resolution	<u> </u>
Information	<u> </u>
Enclosure(s)	<u>X</u>

BACKGROUND: The District employs Professional Experts to provide expertise with grant administration and other special projects. The proposed amended salary schedule will enhance competitiveness in compensation for professional experts. The revised professional expert hourly rate schedule includes increased hourly rates for health clinicians, registered nurse practitioners, Physician's Assistants, Dentists and physicians with a Valid State License. Some categories will also require specific experience levels. This amended rate schedule aims to attract a more highly qualified professional and ultimately improve the service delivery within NOCCCD.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget. The supervising manager is authorized by the Board to assign budget numbers in the employment of Professional Experts.

RECOMMENDATION: It is recommended that the attached Professional Expert Hourly Rate Schedule, which reflects the increase and additions be approved, effective November 16, 2024.

Irma Ramos

Recommended by


Approved for Submittal

4.f.1

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

PROFESSIONAL EXPERT HOURLY RATE SCHEDULE Effective

January 1, 2024 ~~November 16, 2024~~

EMPLOYMENT CATEGORY	RATE	PROPOSED RATE	DESCRIPTION
PROJECT EXPERT I	\$20.00		Responsible for performing specific project tasks resulting in identified outcomes. 1 year of experience.
PROJECT EXPERT II		\$25.00	2+ years of experience in project/administrative.
PROJECT EXPERT III		\$30.00	3+ years of experience in project/administrative.
PROJECT COORDINATOR	\$35.00	\$40.00	Responsible for coordinating one or more general aspects of a project. 4+ years of experience in project/administrative.
PROJECT COORDINATOR II		\$45.00	Responsible for coordinating one or more general aspects of a project. 5+ years of experience in project/administrative.
PROJECT MANAGER*	\$45.00	\$50.00	Responsible for overall management of a complex project. 5+ years of experience in project/administrative.
TECHNICAL EXPERT I	\$40.00	\$45.00	Responsible for providing technical expertise for one or more general aspects of a program/project. 5+ years of experience in project/administrative.
TECHNICAL EXPERT II*	\$55.00		Responsible for providing technical expertise for one or more general aspects of a program/project. 5+ years of experience in project/administrative.
TECHNICAL EXPERT III	\$55.00	\$60.00	Health Clinicians, RNP, or PA's Valid State License
TECHNICAL EXPERT IV		\$65.00	Dentist or Physician Valid State License
NOT-FOR-CREDIT INSTRUCTOR I	\$25.00	\$30.00	Responsible for providing not-for-credit instruction requiring. BA/BS Degree and 1+ years occupational experience
NOT-FOR CREDIT INSTRUCTOR II	\$35.00	\$40.00	Responsible for providing not-for-credit instruction requiring. BA/BS Degree and 2+ years occupational experience
ASSISTANT COACH 1	\$16.00	\$20.00	M.Q. Associate's Degree or equivalent and 0 - 2 years of experience.
ASSISTANT COACH 2	\$20.00	\$25.00	M.Q. Associate's Degree or equivalent and 3 + years of experience.
ASSISTANT COACH 3	\$25.00	\$30.00	M.Q. Bachelor's degree or equivalent and 3 + years of experience.
ASSISTANT COACH 4	\$30.00	\$35.00	M.Q. Bachelor's Degree or equivalent and 3 + years of experience.
ASSISTANT COACH 5	\$35.00	\$40.00	M.Q. Master's Degree or equivalent and 3 + years of experience.
HEAD COACH	40		M.Q. Bachelor's Degree or equivalent and 4+ years of experience or Master's Degree or equivalent and 3 + years of experience
CERTIFIED ATHLETIC TRAINER	\$30.00	\$35.00	Responsible for providing athletic training support to ensure compliance in accord with CCCAA bylaws and student health and safety.

*Requires prior approval from HR

Board Approved:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u> X </u>
DATE:	October 22, 2024	Resolution	<u> </u>
		Information	<u> </u>
SUBJECT:	Executive Officer Salary Schedule Increase, Column Advancements, Contract Renewal and Contract Amendments	Enclosure(s)	<u> X </u>

BACKGROUND: Effective January 1, 2017, the Brown Act, at California Government Code section 54953(c)(3), as amended, requires that the local governing body shall, before taking final action, orally report a summary of the recommendation for final action on the salary, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive during the open meeting in which the final action is to be taken.

Funded COLA for 2024-2025 is one point zero seven percent (1.07%). Effective October 1, 2024, Executive Officers will receive an on-schedule salary increase of one point five percent (1.5%).

AP 7240-10 provides for salary column advancement for Executive Officers if recommended by the Chancellor, effective July 1st of the fiscal year.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees. #3 – The District will regularly evaluate and address salaries and benefits to ensure fair compensation for all employees.

How does this relate to Board Policy: This item complies with Chapter 7, Human Resources, Administrative Procedure 7240-10, Section 2.0, and Board Policy 7130 Compensation, which states the Board will establish salary and benefits for employees.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget.

RECOMMENDATION: It is recommended that the Board approve the following salary increase for Executive Officers for the 2024–2025 fiscal year, salary column advancements, contract renewals, and contract amendments:

SALARY SCHEDULE ADJUSTMENT FOR THE 2024-2025 FISCAL YEAR

The attached Executive Officer Salary Schedule will provide an on-schedule salary increase of one point five percent (1.5%), across the schedule, effective October 1, 2024.

COLUMN ADVANCEMENT (2024-2025)

- Scott Thayer, President, Cypress College, from step C to D, two hundred ninety-one thousand, five hundred forty-nine dollars (\$291,549) effective October 1, 2024.
- Cynthia Olivo, President, Fullerton College, from step D to E, three hundred two thousand, three hundred six dollars (\$302,306) effective October 1, 2024.

CONTRACT RENEWALS

Employment contracts for the following Executive Officers, incorporate the one point five percent (1.5%) salary schedule increase and column advancement, as applicable, and establish a new three-year term through June 30, 2027:

- Cynthia Olivo, President, Fullerton College
- Valentina Purtell, President, North Orange Continuing Education
- Irma Ramos, Vice Chancellor, Human Resources
- Scott Thayer, President, Cypress College

CONTRACT AMENDMENTS

Employment contract amendments for the following Executive Officers, incorporate the one point five percent (1.5%) salary schedule increase:

- Cherry Li-Bugg, Vice Chancellor, Educational Services and Technology
- Fred Williams, Vice Chancellor, Finance and Facilities

Byron D. Clift Breland

Recommended by



Approved for Submittal

4.g.2

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

EXECUTIVE OFFICER ANNUAL SALARY SCHEDULE

Effective October 1, 2024

VICE CHANCELLOR / PRESIDENT

<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>	<u>Step H</u>
261,706	271,266	281,208	291,549	302,306	313,484	325,119	337,215

Initial salary placement for executive officers new to the District shall be Step A, provided that an exception to placement on Step A may be considered, if recommended by the Chancellor, subject to the following:

- (1) The employee has recent experience (within one year of hire date) in a full-time position that is directly related or equivalent to the executive officer position. This full-time experience must equal the number of years represented by the recommended step;

AND

- (2) The employee's most recent base salary (within one year of hire date) is greater than the Step A salary amount.

Where the employee qualifies under (1) and (2) above, the employee may be recommended for the first step wherein there is no decrease in base pay.

A current employee who is promoted to an executive officer position from a non-management position or from a lower level management position shall be placed on the first step which results in an increase in base pay of at least four percent, except the employee may not be placed on a step higher than the employee's current step.

An executive officer employee who holds an earned doctorate or LLB/JD from an accredited institution listed in the directory of Accredited Institutions of Postsecondary Education, published for the Council of Postsecondary Accreditation by the American Council on Education, shall receive an additional doctoral stipend of \$3,500. The LLB/JD degree must have been received on the basis of a four-year baccalaureate degree and three years of advanced legal training in an accredited law school. Where a qualifying degree is obtained during any contract year, the stipend will become effective July 1 of the subsequent fiscal year.

Board Approved:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u> X </u>
		Resolution	<u> </u>
DATE:	October 22, 2024	Information	<u> </u>
		Enclosure(s)	<u> X </u>
SUBJECT:	Negotiated Tentative Agreement Between United Faculty CTA/CCA/NEA and the District		

BACKGROUND:

United Faculty CTA/CCA/NEA and the District have negotiated a Tentative Agreement for the 2024-2025, 2025-2026 and 2026-2027 academic years.

The Agreement provides for salary increases for fiscal years 2024-2025, 2025-2026, and 2026-2027.

Fiscal Year 2024-2025, the Regular and Contract Faculty Salary Schedules will be increased by one point five percent (1.50%), across the schedule, effective January 2025.

Unit members will be provided a one-time payment in the amount of one thousand dollars (\$1,000) within sixty (60) days after ratification and Board approval.

Fiscal Year 2025-2026, the Regular and Contract Faculty Salary Schedules will be increased by zero point two five percent (0.25%) for 2025-2026, across the schedule, effective Fall 2025.

Fiscal Year 2026-2027, the Regular and Contract Faculty Salary Schedules will be increased by zero point two five percent (0.25%), across the schedule, effective Fall 2026.

The Agreement contains modification to Articles 1, 2, 7, 10, 13, 14, 15, 20, 21, 22, 24, 29 and 30.

The United Faculty membership has ratified the Agreement.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees. #3 - The District will regularly evaluate and address salaries and benefits to ensure fair compensation for all employees.

How does this relate to Board Policy: This item relates to Board Policy 7130, Compensation, which states the Board will establish salary and benefits for employees.

FUNDING SOURCE AND FINANCIAL IMPACT: All cost increases will be charged to the appropriate budgets, including general fund budgets. The estimated financial impact is as follows:

- In 2024-25, the cost of a 1.5% increase to salaries is estimated at \$1,320,105; the cost of increasing medical coverage is estimated at \$439,381 depending on

participation; and the cost of a 15% increase to overload rates is estimated at \$1,758,750. In addition, the cost of a one-time payment in the amount of \$1,000 is estimated at \$571,200 including fringe benefits. Based on an effective date of January 2025 for the salary increase, total estimated cost in 2024-25 is \$3,429,384. Total estimated ongoing cost is \$3,518,236 annually thereafter.

- In 2025-26, the cost of a 0.25% increase to salaries is estimated at \$223,317 and the cost of increasing medical coverage is estimated at \$85,523 depending on participation. Total estimated cost in 2025-26 is \$3,827,076, which includes the ongoing costs from 2024-25.
- In 2026-27, the cost of a 0.25% increase to salaries is estimated at \$223,876 and the cost of increasing medical coverage is estimated at \$88,088 depending on participation. Total estimated cost in 2026-27 is \$4,139,040, which includes the ongoing costs from 2024-25 and 2025-26.

Total estimated costs for 2024-25, 2025-26, and 2026-27 for full-time faculty are \$10,824,300 cumulative ongoing costs and \$571,200 one-time cost. The cost of the contingency salary adjustment for 2025-26 and 2026-27 is not included in these estimates.

RECOMMENDATION: It is recommended that the Board of Trustees approve the negotiated Tentative Agreement for 2024-2025, 2025-2026 and 2026-2027, inclusive of all terms and conditions specified in the written Agreement between United Faculty CTA/CCA/NEA and the District, which includes the following:

SALARY ADJUSTMENT FOR THE 2024-2025 FISCAL YEAR

The Regular and Contract Faculty Salary Schedules will be increased by one point five percent (1.50%) for 2024-2025, across the schedules, effective January 2025.

The Regular and Contract Faculty Overload Teaching schedule, the Regular and Contract Faculty Intersession Teaching Schedule, and the Regular and Contract Hourly Faculty Overload Non-Teaching Schedule will be merged into one schedule, Intersession and Overload Salary Schedule, effective Winter 2024. The new salary schedule represents approximately a fifteen percent (15%) increase.

Unit members will be provided a one-time payment in the amount of one thousand dollars (\$1,000) within sixty (60) days after ratification and Board approval.

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Regular and Contract Faculty Salary Schedules will be increased by zero point two five percent (0.25%) for 2025-2026, across the schedules, effective Fall 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Regular and Contract Faculty Salary Schedules will be increased by zero point two five percent (0.25%) for 2026-2027, across the schedules, effective Fall 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2025-2026 and 2026-2027 FISCAL YEARS

This contingency language is based upon the following requirements and stipulations:

In the event that the District receives Student Centered Funding Formula revenue in excess of \$262,433,892 for fiscal year 2025-2026, the District will provide 23.58% of the additional revenue in the form of a one-time payment at the end of the fiscal year using the State Chancellor’s Office P2 available revenue received by the District in fiscal year 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Regular and Contract Faculty Salary Schedules, effective Fall 2026.

The formula calculation regarding the application of this contingency language is attached to the Tentative Agreement.

If the District does not receive the fully funded apportionment revenue of \$262,433,892, then no additional compensation shall be paid for fiscal year 2025-2026.

The preceding contingency shall apply for fiscal year 2026-2027.

DISTRICT HEALTH AND WELFARE BENEFITS PLAN

Effective January 1, 2025, the District will contribute a maximum up to \$11,359.32 annually towards plus one dependent care medical premiums. Effective January 1, 2025, the District will contribute a maximum up to \$18,174.84 annually towards family plan medical premiums. The full-time permanent faculty employee will pay any additional premiums for dependent medical by automatic payroll deductions in accordance with established District payroll procedure. This contribution is separate and distinct from the fringe benefit allowance.

If the Kaiser Other Southern California rate increases in excess of \$11,359.32 or \$18,174.84 effective January 2026, the District will increase the District contribution for employee plus one dependent and family for the 2026 benefit year, not to exceed the 2025-2026 funded COLA percentage.

If the Kaiser Other Southern California rate increases in excess of the January 2027 District contribution amounts effective January 2027, the District will increase the District contribution for employee plus one dependent and family for the 2027 benefit year, not to exceed the 2026-2027 funded COLA percentage.

AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT

The Agreement also provides for modifications to Articles 1, 2, 7, 10, 13, 14, 15, 20, 21, 22, 24, 29 and 30.

It is recommended that the attached Regular and Contract Salary Schedules, which reflect a one point five percent (1.50%) on-schedule increase be approved, effective January 2025.

It is further recommended that the attached Intersession and Overload Salary Schedules which reflect approximately fifteen percent (15%) on-schedule increase be approved, effective Winter 2024.

Irma Ramos

Recommended by



Approved for Submittal

4.h.3

Item No.

**TENTATIVE AGREEMENT BETWEEN THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
AND THE
UNITED FACULTY/CCA/CTA/NEA**

October 2, 2024

This Tentative Agreement is entered into by and between the North Orange County Community College District ("NOCCCD") and United Faculty/CCA/CTA/NEA ("United Faculty"). NOCCCD and United Faculty may be referred to herein as "Party" or collectively as "Parties."

Any issue, subject, or matter discussed by the District and the United Faculty during negotiations over the 2024-2025, 2025-2026 and 2026-2027 bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any "oral agreement" or "understanding" not reflected in writing, herein shall have no force or effect.

NOW, THEREFORE, it is agreed between the Parties as follows:

The provisions of this Agreement, if ratified by the United Faculty membership and adopted by the Board of Trustees, shall constitute the complete and final settlement and obligation of the parties with respect to negotiations for the 2024-2025, 2025-2026 and 2026-2027, except as provided below.

The parties agree to continue negotiations regarding Articles 17 – Evaluation of Probationary Unit Members and 18 – Evaluation of Tenured Unit Members to include DEIA required language in evaluations. Should the parties reach mutual agreement, UF will seek ratification and the District will submit for Board of Trustees approval.

Successor negotiations for the 2027-2028 academic year will be conducted in accordance with Article 1.3.3 of the collective bargaining agreement.

ARTICLE 1 - AGREEMENT

ARTICLE 1 - AGREEMENT, shall remain unchanged except for the following amendment(s):

1.5 **TERMS OF AGREEMENT**

This Agreement shall become effective upon full ratification and continue in effect to and including June 30, 2027, and from year to year thereafter unless alteration or amendment is requested in writing in accordance with section 1.3 of this Article.

ARTICLE 2 – DEFINITIONS

ARTICLE 2 – DEFINITIONS, shall remain unchanged except for the following amendment(s):

- 2.16 "Faculty" or "Faculty Member" means those employees of a community college district who are employed in positions that are not designated as supervisory or management per Title 5, Article 2, § 53200(a) (see also "Unit Member").

ARTICLE 7 – LIBRARIAN WORKLOAD

ARTICLE 7 – LIBRARIAN WORKLOAD, shall remain unchanged except for the following amendment(s):

7.1 **REGULAR CONTRACT**

The regular contract for librarian faculty shall be 177 days each academic year. ~~The annual regular contract~~



~~workload shall comprise a total of 1234 hours to be assigned as provided in section 7.3. Librarians may work up to 60 hours total (30 hours per semester) of the 1234 hour regular contract workload during the week preceding each regular semester. Any scheduling of librarian faculty hours outside of the regular semesters shall be by mutual agreement between the Immediate Management Supervisor and the librarian faculty.~~

7.2 LIBRARIAN WORKWEEK

7.2.1 The workweek for librarian faculty includes an average of thirty-five (35) eight and one quarter (38.25) assigned hours per week, which shall constitute the regular contract workload, and a minimum of five (5) one and three quarter (1.75) hours per week of professional services for other campus/district related professional activities where the Unit Member's participation is not assigned by the Immediate Management Supervisor, for a total of forty (40) hours per week.

7.2.2 It is recognized that variations in the assigned hours per week of the regular contract workload may occur to accommodate scheduling requirements and the operational needs of the department.

7.3 LIBRARIAN WORKLOAD

7.3.1 The assigned hours of the regular contract workload shall be spent on the following activities as assigned by the Immediate Management Supervisor:

7.3.1.1 Library duties;

7.3.1.2 teaching library classes, with the understanding that for each hour of classroom teaching, one (1) additional hour of the thirty-five (35) eight and one quarter (38.25) hours will be allowed to perform duties related to teaching the class and

7.3.1.3 attendance at library department meetings and library division meetings as scheduled.

7.3.2 Unit Members are expected to participate in campus and District governance and co-curricular activities including, but not limited to, attending the mandatory non-student duty days, service on hiring, evaluation and other committees, attendance at graduation ceremonies, program and curriculum evaluation and development (including appropriate participation in the formulation of Student Learning Outcomes and the Student Learning Outcomes assessment cycle), etc., as part of their professional obligation.

ARTICLE 10 – INTERSESSION ASSIGNMENT

ARTICLE 10 – INTERSESSION ASSIGNMENT, shall remain unchanged except for the following amendment(s):

10.1 INTENT

10.1.1 The intent of this article is to implement intersession scheduling that is flexible and responsive to student needs and demand.

10.24 DEFINITION

10.2.1 "Intersession" as used in this Agreement means any period of time other than regular semesters/terms during which instruction is scheduled.

10.2.2 Intersession courses are short term/accelerated and shall be scheduled in accordance with the Student Contact Hours stated in the Course Outline of Record (COR).

10.2.3 Faculty Member, refer to Article 2, Definitions.

10.23 ASSUMPTION OF INTERSESSION ASSIGNMENTS

10.3.1 A Unit Member may assume, by mutual agreement, an assignment for any instructional period

scheduled within an intersession.

10.3.2 The Immediate Management Supervisor (IMS) shall determine department intersession schedules in accordance with the provisions of Article 10 and 12.

10.3.3 Unit Members will schedule one office hour per week during intersession instruction. Office hours will match the modality of the course. Office hours will be compensated at the intersession hourly lecture rate (step 1 class B).

10.3.4 Intersession classes will not be counted as a part of faculty load or overload. The Unit Member may elect to Load Bank in accordance with the provisions of Article 23.

10.43 MAXIMUM INTERSESION INTERSESSION ASSIGNMENT

The maximum assignment for Unit Members during an intersession is two (2) classes or ten (10) faculty units. Faculty may exceed the maximum with the approval of the ~~IMS~~ Immediate Management Supervisor. When intersession periods are non-overlapping, the ten (10) unit or two (2) class restriction shall apply separately to each instructional period. Neither the number of units nor the number of classes from the first non-overlapping instructional period shall be added to the second when determining maximum allowable load.

10.54 SCHEDULING AND ROTATION

10.54.1 Unit Members shall be given first consideration for all intersession assignments in their departments/areas. An occasional exception may be granted, with department approval, to encourage an outstanding expert to teach a single course in an area of such person's expertise.

10.54.2 Each year, the The Immediate Management Supervisor shall distribute a form on which Unit Members may indicate the assignments they would be interested in assuming as an intersession assignment. Any such forms returned to the Immediate Management Supervisor shall serve as the basis for scheduling intersession assignments, subject to Management's right of assignment. Unit Members shall submit the Request Form to the IMS within seven (7) business days of receipt of the intersession class(es).

10.5.3 If necessary, intersession class assignments shall be rotated on a one-intersession basis among qualified Unit Members in the department/area. In any department/area where a rotational system is not already established, it will commence on the basis of seniority, with the Unit Member having the most seniority being given the first right of class assignment. Subsequent to the first class assignment, no Unit Member shall receive an additional class assignment until the remaining class assignments have been offered to the other members of the department/area in rotation.

10.54.34 The rotational system for intersession assignments shall be separate from rotational systems established for overload and involuntary assignments.

10.54.45 Each year, the Immediate Management Supervisor shall distribute a form on which Unit Members may indicate the assignments they would be interested in assuming as an intersession assignment. Any such forms returned to the Immediate Management Supervisor shall serve as the basis for scheduling intersession assignments. If a Unit Member entitled by rotation to an intersession class assignment declines the assignment or fails to respond to the assignment offer within five (5) business days, the class assignment shall be offered to the next Unit Member in the rotation, until the assignment has been filled.

10.5.6 Any areas of contention between Unit Members shall be decided, upon due consideration, by the IMS under the provisions of Articles 10 and 12.

10.5.7 A Unit Member shall have a five (5) day period ("day" defined in Article 24.2.2) within which to review the Unit Member's intersession schedule prior to the finalization of such schedule. During this five (5) day period, if requested by the Unit Member, the IMS shall consult with the Unit Member concerning the Unit Member's schedule. After the five (5) day review period, the Unit

Member's intersession schedule will be considered finalized.

10.65 COMPENSATION

~~10.65.1~~ Unit Members who receive an teach credit summer intersession assignment(s) shall be compensated according to ~~this the Regular and Contract Faculty Summer Intersession Salary and Overload Salary Teaching Schedule (Appendix D).~~ Unit Members who teach other credit intersession assignments shall be compensated according to the Regular and Contract Faculty Overload Teaching Salary Schedule (Appendix B).

10.6.1.1 Courses established as Extensive Laboratory shall be compensated at the lecture rate, all other laboratory courses shall be compensated at the laboratory rate according to the Regular and Contract Intersession Teaching Schedule (Appendix D).

~~10.5.2~~ Unit Members who ~~teach noncredit summer intersession assignments shall be compensated at the laboratory rate according to the Regular and Contract Faculty Summer Intersession Teaching Salary Schedule (Appendix D).~~ Unit Members who teach other noncredit intersession assignments shall be compensated at the laboratory rate according to the Regular and Contract Faculty Overload Teaching Salary Schedule (Appendix B).

~~10.65.23~~ Unit Members who perform nonteaching counselor and librarian intersession assignments shall be compensated at an hourly rate ~~the laboratory rate~~ according to the Regular and Contract Faculty Overload Nonteaching Salary ~~Intersession Teaching Schedule (Appendix CD).~~

ARTICLE 13 – LEAVES OF ABSENCE

ARTICLE 13 – LEAVES OF ABSENCE, shall remain unchanged except for the following amendment(s):

13.5.4 Sick Leave for Summer Intersession Assignments: A Unit Member shall receive sick leave credit for employment during the summer intersession not to exceed a cumulative total of two (2) days per academic year which will be added to the regular sick leave and allowed to accumulate for future years.

13.5.4.1 Sick leave for the summer intersession will be computed by multiplying the intersession assignment FTE by two (2) and rounding the result to the nearest half day.

13.5.4.2 In the event that the Unit Member meets no classes on a given day during the summer intersession because of illness, the leave charged shall be one (1) full day. In the event the Unit Member has two (2) or more classes in a given day during the summer intersession and is able to meet at least one (1) but not all because of illness, one-half day leave shall be charged.

ARTICLE 14 - SABBATICAL LEAVES

ARTICLE 14 – SABBATICAL LEAVES, shall remain unchanged except for the following amendment(s):

14.1 PURPOSE OF SABBATICAL LEAVE

The purpose of sabbatical leaves is to provide Unit Members with the opportunity to pursue educational activities which will enhance their professional growth and enrichment and contribute to the improvement of the instructional services and programs of the District. Sabbatical leaves may be granted for one of, or a combination of, the following activities:

14.11 ASSIGNMENT DURING SABBATICAL LEAVE

Unit Members ~~shall not maintain, while on sabbatical leave,~~ shall not maintain any assignments or responsibilities within the District, for which the Unit Member would otherwise receive reassigned time except for work performed on behalf of the Association that does not receive reassigned time.

ARTICLE 15 -- TRANSFERS

ARTICLE 15 - TRANSFERS, shall remain unchanged except for the following amendment(s):

15.1 DEFINITIONS

15.1.1 A transfer refers to any administrative or Board action that results in the movement of a Unit Member from the administrative jurisdiction of one college president to another or to another division within the same college.

15.1.2 A transfer may be requested by the faculty member (voluntary transfer) or initiated by the District (administrative transfer).

15.1.3 All Unit Members contracts are District contracts. Every reasonable effort shall be made to keep Unit Members in the division at the college where they were selected.

~~15.24~~ INVOLUNTARY ADMINISTRATIVE TRANSFER

15.2.1 An administrative transfer may be made by the Chancellor, based upon a recommendation from a college president and/or the Vice Chancellor of Human Resources, for one or more of the following reasons:

15.2.1.1 -Student needs;

15.2.1.2 Staffing needs;

15.2.1.3 Establishment or elimination of programs;

15.2.1.4 Compelling reasons of personal safety;

15.2.1.5 Nepotism;

15.2.1.6 Other legitimate business reasons.

15.2.2 Where an administrative transfer is deemed necessary, the Unit Member to be transferred shall be given written notice, including the basis for the transfer, no less than twenty (20) working days before the transfer is to occur.

15.2.3 The District shall provide written notice to the Association of the intent to administratively transfer a Unit Member, including the basis for the transfer, no less than twenty (20) working days before the transfer is to occur.

~~15.1.1 All Unit Members contracts are District contracts. Every reasonable effort shall be made to keep Unit Members in the division at the college where they were selected. However, under emergency or overstaffing circumstances, Unit Members may be transferred from one campus to the other or to another division at the same campus within the following District guidelines.~~

~~15.1.2 Where a transfer is necessary, the President or designee and Immediate Management Supervisors of the affected divisions shall inform the divisions at the earliest opportunity if an involuntary transfer due to emergency or overstaffing is to occur. Notification shall be in writing, signed by the President or designee and the Immediate Management Supervisors, and dated. The notification is to be forwarded to the District Office of Human Resources and the Association.~~

~~15.1.3 Where a transfer is to be made on the basis of over-staffing needs, the District will use data, such as FTES and FTEF, in making the decision. a base allocation of FTE and part-time units shall be made by the Immediate Management Supervisor for the overstaffed division. This base~~

allocation shall be included on the report to be forwarded to the District Office of Human Resources and the Association.

~~15.1.4~~ Conditions of Transfer

~~15.1.4.12.5~~ A Unit Member may be involuntarily administratively transferred only to a discipline/subject area for which the Unit Member is minimally qualified subject to the provisions of Article 26 of this Agreement. Every effort shall be made to make assignments compatible with the Unit Member's primary field of expertise.

~~15.1.4.2.6~~ In no case shall any involuntary-administrative transfer be punitive or disciplinary in nature.

~~15.1.4.3~~ Except by mutual written agreement, no Unit Member shall be involuntarily transferred to another campus/worksite if the Unit Member has been involuntarily transferred in the previous two (2) years.

~~15.1.4.42.7~~ Except by mutual written agreement, no Unit Member will be transferred to a position which results in the Unit Member fulfilling duties at more than one (1) campus on any one (1) day.

~~15.2.8~~ If a vacancy at the transferred Unit Member's previous work site occurs and the issues that gave rise to the administrative transfer have been resolved, the unit member may apply for a return to their previous work site.

~~15.1.4.5~~ At the time the division is notified of the need for an involuntary transfer, the Immediate Management Supervisor will ask if any permanent Unit Member wishes to assume the involuntary transfer. This does not make the transfer voluntary. If no Unit Member is willing to assume the assignment, the transfer will be made based on seniority, following a "last hired — first transferred" procedure.

~~15.1.4.6~~ When faculty schedule preference sheets are due or by the fourth week of the semester, whichever is earlier, the Immediate Management Supervisor shall inform the Unit Member who is to be involuntarily transferred.

~~15.1.5~~ Return Rights

~~15.1.5.1~~ If a retirement or resignation results in a full-time opening in the division from which a Unit Member was involuntarily transferred, the involuntarily transferred Unit Member shall have the right to return.

~~15.1.5.2~~ If the division from which a Unit Member was involuntarily transferred accumulates fifteen (15) units above the base allocation for two (2) consecutive semesters, exclusive of leaves, the involuntarily transferred Unit Member shall have the right to return.

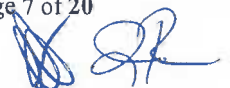
~~15.1.5.3~~ Where the provisions of section 15.5.1 or section 15.5.2 apply, the involuntarily transferred Unit Member shall be notified in writing not later than the fourth week of the semester by the President or designee and the Immediate Management Supervisor from the original worksite that he/she has the right to transfer back. If the Unit Member declines in writing or does not respond within thirty (30) calendar days, the Unit Member forfeits the right to return under this Article.

~~15.1.5.42.9~~ Upon return to the original worksite, scheduling shall be at the discretion of the Immediate Management Supervisor with respect to the returning Unit Member for the first semester. After that time, the returning Unit Member will be granted all seniority rights, including time spent at the other worksite, for scheduling and other purposes.

15.32 VOLUNTARY TRANSFER



- 15.32.1 A tenured Unit Member may request a voluntary transfer to another campus or to another division at the same campus. The request must be submitted in writing to the president of the campus to which the Unit Member is currently assigned. The request shall indicate the campus, division and department to which the Unit Member wishes to transfer.
- 15.32.2 Within thirty (30) working days or receipt of the Unit Member's request for transfer, the Vice Chancellor of Human Resources will provide a written response.
- 15.32.2.1 If the request to transfer is deemed feasible pursuant to section 15.2.3, the response will indicate the date, as determined by the District, on which the transfer may become effective if the request is subsequently approved pursuant to section 15.2.5.
- 15.32.2.2 If the request is denied, the response will cite the applicable subsection(s) under section 15.2.3. The District shall have no obligation to provide further explanation for the decision.
- 15.32.3 The Vice Chancellor of Human Resources, in consultation with the campus president(s), may deny the request based on an evaluation of the feasibility of the proposed transfer in consideration of the following:
- 15.32.3.1 the impact on the department to which the Unit Member is currently assigned;
- 15.32.3.2 the needs of the department to which the Unit Member wishes to transfer, including the ability to configure a full-time assignment and the Unit Member's qualifications.
- 15.32.3.3 budgetary, position control and other relevant administrative considerations.
- 15.32.4 If the request for transfer is denied pursuant to the provisions of section 15.2.3, the decision shall be final. However, denial of a request for transfer shall not prevent a Unit Member from applying for an advertised position.
- 15.32.5 If the request for transfer is deemed feasible pursuant to the provisions of section 15.2.3, then:
- 15.32.5.1 The Unit Member requesting the transfer will submit a letter of interest and a resume, and any other material the Unit Member deems relevant, to the dean of the division to which the Unit Member wishes to transfer.
- 15.32.5.2 The dean of the division to which the Unit Member wishes to transfer shall convene a committee consisting of the following:
- 15.32.5.2.1 three (3) tenured Unit Members selected by the department. Where a department does not consist of at least two (2) Unit Members, the selection of committee members pursuant to this section shall be determined by mutual agreement of the department and the dean.
- 15.32.5.2.2 the campus president or designee.
- 15.32.5.2.3 the division dean.
- 15.32.5.3 The committee shall review the letter of interest; resume and other documentation submitted by the Unit Member and may request additional materials. The committee will then conduct an interview of the Unit Member requesting the transfer. Prior to conducting the interview, the committee will submit a list of interview questions to the District Office of Human Resources for review.
- 15.32.5.4 ~~A majority vote of the committee will determine the outcome.~~ The committee shall make a recommendation to the President. The decision of the committee President shall be final.



15.32.6 A decision pursuant to section 15.2.4 or section 15.2.5.4 shall not be subject to appeal or grievance. In the event of a grievance action alleging a procedural violation of these provisions, the sole remedy to which a grievant may be entitled shall be a re-initiation of the process at the point where the procedural violation occurred. In the event of arbitration, the arbitrator may determine the procedural step at which the process shall be reinitiated, but shall be without power to grant a transfer.

~~15.32.7 A Unit Member may not submit a request for voluntary transfer more often than once in any academic year. Where a request for transfer is denied by campus committee pursuant to section 15.2.5.4, the Unit Member may not resubmit a request for voluntary transfer to the same department within the next three (3) academic years.~~

15.32.8 Any transfer of a Unit member pursuant to these provisions shall be permanent. Upon reassignment, the Unit Member shall forfeit any rights to the Unit Member's previous position.

15.32.9 The provisions of this article shall not apply to any request by a Unit Member for an alternative assignment within the division to which the Unit Member is currently assigned and shall not infringe upon managerial prerogative to make assignments within a division or area.

15.3.10 Human Resources will electronically notify Unit Members of tenure-track recruitments prior to any general advertising of the position(s).

ARTICLE 20 – SALARY PROVISIONS

ARTICLE 20- SALARY PROVISIONS, shall remain unchanged except for the following amendment(s):

SALARY ADJUSTMENT FOR THE 2024-2025 FISCAL YEAR*

The Regular and Contract Faculty Salary Schedules will be increased by one and a half percent (1.50%) for 2024-2025, across the schedules, effective January 2025.

The Regular and Contract Faculty Overload Teaching schedule, and the Regular and Contract Faculty Intersession Teaching Salary Schedule, the Regular and Contract Hourly Faculty Overload Non-Teaching Schedule, and the Regular and Contract Faculty Overload Teaching Schedules will be merged into one schedule, Intersession and Overload Salary Schedule, effective Winter 2024. The attached new salary schedule represents approximately a fifteen (15%) percent increase.

Unit members will be provided a one-time payment in the amount of one thousand dollars (\$1,000) within sixty (60) days after ratification and Board approval.

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Regular and Contract Faculty Salary Schedules will be increased by point two five percent (.25%) for 2025-2026, across the schedules, effective Fall 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Regular and Contract Faculty Salary Schedules will be increased by point two five percent (.25%) for 2026-2027, across the schedules, effective Fall 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2025-2026 and 2026-2027 FISCAL YEARS

This contingency language is based upon the following requirements and stipulations.

In the event that the District receives Student Centered Funding Formula revenue in excess of \$262,433,892 for fiscal year 2025-2026, the District will provide 23.58% of the additional revenue in the form of a one-time payment at the end of the fiscal year using the State Chancellor's Office P2 available revenue received by the District in

fiscal year 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Regular and Contract Faculty Salary Schedules, effective Fall 2026.

See the attached formula calculation regarding the application of this contingency language.

If the District does not receive the fully funded apportionment revenue of \$262,433,892, then no additional compensation shall be paid for fiscal year 2025-2026.

The preceding contingency shall apply for fiscal year 2026-2027.

ARTICLE 21 – EMPLOYEE BENEFITS

ARTICLE 21- EMPLOYEE BENEFITS, shall remain unchanged except for the following amendment(s):

21.1 HOSPITALIZATION AND MEDICAL CARE PLAN

21.1.1 The District is currently a participating agency in the CalPERS Hospital and Medical Care plan which allows eligible Unit Members to select from several plans for their hospitalization and medical care.

21.1.2 The District will pay the full cost of the employee-only premium for eligible Unit Members employed fifty (50) percent or more. Effective ~~January 1, 2023~~ January 1, 2025, the District will contribute a maximum up to ~~\$11,359.32~~ \$18,174.84 annually towards plus one dependent care medical premiums. Effective ~~January 1, 2023~~ January 1, 2025, the District will contribute a maximum up to ~~\$43,590.00~~ \$18,174.84 annually towards family plan medical premiums. Any additional premiums for dependent medical will be paid by the Unit Member by automatic payroll deductions in accordance with established District payroll procedure. This contribution is separate and distinct from the fringe benefit allowance.

If the Kaiser Other Southern California rate increases in excess of ~~\$8,494.00~~ \$11,359.32 or ~~\$43,590.00~~ \$18,174.84 -effective ~~January 2023~~ 2026, the District will increase the District contribution for employee plus one dependent and family for the ~~2022-2023~~ 2026 benefit year, not to exceed the ~~2022-2023~~ 2026 funded COLA percentage.

If the Kaiser Other Southern California rate increases in excess of the January 2027 ~~4~~ District contribution amounts effective January 2027, the District will increase the District contribution for employee plus one and family for the 2027 benefit year, not to exceed the 2023-2024- 2026-2027 funded COLA percentage.

21.1.3 An eligible Unit Member who elects not to participate in the District's hospitalization and medical care plan will receive an addition of three hundred (300) dollars to the annual discretionary fringe benefit allowance.

ARTICLE 22 – DISTANCE EDUCATION

ARTICLE 22- DISTANCE EDUCATION, shall remain unchanged except for the following amendment(s):

~~22.1 "Distance Education" or "Distance education" is defined as any form, electronic or otherwise, of teaching and learning where the teacher and the student are not in the same room at the same time.~~

~~22.2 Unit Members may voluntarily assume distance education assignments, either as part of the regular contract workload, or as overload. Unit Members assigned to teach distance education courses shall receive the same load credit as if the course were taught in the traditional method. No form of extra remuneration, including reassigned time, shall be awarded in conjunction with the teaching of any distance education course.~~

~~22.3 At the discretion of the District and subject to funding availability, a Unit Member may be eligible for compensation on a one-time basis, for completion of approval course work and training in the pedagogy and technology of online teaching, which may include the development of an online course~~



as an integral component of such course work or training. Except as provided above, no stipend or reassigned time shall be awarded in conjunction with the development of any distance education course at this time.

22.4 Unit Members assigned distance education courses shall adhere to District and /or campus standards, format and procedures applicable to distance education courses (e.g., use of prescribed course management software).

22.5 The Association or the District party may initiate negotiations at any time on the issue of distance education.

22.1 Definition: For the purpose of this Article:

22.1.1 Distance Education means education that uses one or more technologies listed below to deliver instruction to students who are physically separated from the instructor and to support regular and substantive interactions between students and the instructor, either synchronously or asynchronously.

i. The internet.

ii. One-way and two-way transmissions through open broadcast, closed circuit, cable, microwave, broadband lines, fiber optics, satellite, or wireless communications devices.

iii. Audioconferencing.

iv. Other media used in a course in conjunction with any of the technologies listed in the paragraph above.

22.1.2 A "hybrid course" is any distance education course that has a combination of online and scheduled on-campus/in-person meetings.

22.1.3 An "online course" is any distance education course that has no scheduled on-campus/in-person meetings. An online course can be fully synchronous, fully asynchronous or a combination thereof.

22.2 All distance education courses must go through the curriculum approval process with the completion of a DE Addendum and have it approved by the Curriculum Committee. Distance education courses must adhere to all relevant Title 5 Sections such as § 55206 Separate Course Approval, § 55202 Course Quality Standards, and § 55204 Instructor Contact.

22.3 Responsibilities of Faculty Assigned to Distance education Classes:

22.3.1 "Direct Instruction" is defined as instructional approaches that are structured, sequenced, designed, and presented specifically to engage students, and includes, but is not limited to, instructor-created content, curated material, reading assignments, and other forms of instructional material.

22.3.2 A "Learning Management System," or LMS, is the digital platform used for launching online content and instruction for students, in both synchronous and asynchronous modalities, and also acts as a means of student authentication and interaction.

22.3.2.1 Instructors must use the District-supported Learning Management System for instruction for the purpose of student authentication and interaction; this provision does not exclude the use of third-party plugins and external tools launched via the LMS.

22.3.3 Regular and Substantive Interaction: Instructors teaching Distance education courses must maintain regular and substantive interaction between instructors and students, and students to students. Regular and substantive interaction means engaging students in teaching, learning, assessment consistent with the content under discussion in addition to at least two of the following: 1) Providing direct instruction; 2) Assessing or providing feedback on a student's coursework; 3) Providing information or responding to questions about the content of a course or competency; 4) Facilitating a group discussion regarding the content of a course or competency; and 5) Other instructional activities approved by the College's or a program's accrediting agency.

22.3.3.1 Each instructor teaching a Distance education course (100% online or hybrid) is required to have the same amount of regular and substantive instructional hours as an in-person/on-campus course.

22.4 Assignment, Workload, and Use of Developed Materials:

22.4.1 Voluntary: Unit Members may voluntarily assume distance education assignments, either as part of regular contract load or overload.

22.4.2 Approval: Assignments of distance education courses must be approved and assigned by the Immediate Management Supervisor in collaboration with the Unit Member. Management retains the right to determine Distance Education offerings based on student needs. Only online-certified faculty may be assigned to Distance Education courses.

22.4.3 Unit Members assigned to teach distance education courses shall receive the same load credit as if the course were taught in the traditional method, i.e., on campus/in person.

22.4.3.1 Per Article 29.1.2, online sections of an approved extended lab course shall receive the load credit of a non-extended lab course; the online portion of a hybrid lab course approved as an extended lab course shall be compensated at the non-extended lab rate.

22.4.3.2 No form of extra remuneration, including reassigned time, shall be awarded in conjunction with the teaching of any distance education course.

22.5 Prior to teaching a Distance education Course, Unit Members are required to obtain online teaching certification.

22.5.1 No stipend or reassigned time shall be awarded in conjunction with the development of any distance education course except as provided in the OER/ZTC and POER MOU.

22.6 Dropping Students: Distance Education faculty Unit Members are responsible for dropping students if they do not regularly participate in activities defined in the syllabus in 20% or more of any part of the scheduled class term prior to the established drop date for the class. Twenty percent (20%) (i.e., in-class and replaced seat time) represents 3.6 weeks in an 18-week course, 3.2 weeks in a 16-week course, 1.6 weeks in an 8-week course, and 1.2 weeks in a 6-week course.

22.7 Maximum Distance Education Workload:

22.7.1 Instructional faculty who are scheduled to teach 60% - 79% in the distance education modality will be required to be on campus a minimum of two days a week.

22.7.2 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.

22.7.3 Librarian faculty are required to be on campus a minimum of two days per week and sixteen (16) hours per week.

22.7.4 Counseling faculty may 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.

22.7.5 Overload: Unit members may elect to teach distance education courses as overload in accordance with the provisions of Article 8-Overload Assignments.

22.7.6 Virtual Office Hours: Virtual office hours may be held in proportion to the instructor's distance education load so long as the proportionate office hour is conducted in a synchronous mode. The establishment of virtual office hours shall be communicated to the division offices, by the first day of the first week of a primary term and to students by the first day of instruction via the course syllabus.

22.8 Class Size for Distance education Classes: The class size limit for a distance education class shall be the same as for the traditional, i.e. on-campus/in-person class.

22.9 Evaluation of Unit Member Teaching a Distance education Course(s)

22.9.1 The evaluation of unit members teaching distance education courses aims to ensure high-quality instruction and student engagement in distance education classes under the provisions of Article 17 and 18.

22.9.2 All faculty teaching a distance education course shall be evaluated in at least one distance education course during their normal evaluation cycle.

22.9.3 As part of the ongoing evaluation process, online or hybrid courses must show evidence of faculty-initiated and student-to-student regular and substantive contact and interaction consistently and on-going throughout the length of the course.

22.9.4 Frequency of evaluation shall adhere to Articles 17.3 and 18.2.

22.9.5 Distance education Course evaluations shall include the following:

22.9.5.1 An Administrative Evaluation of the Unit Member's performance which shall include observation of online teaching, course unit, and sample material, such as quizzes, assignments, student projects, handouts, etc. Access to the LMS for the evaluator will be a maximum of 24 hours within 5 consecutive working days. Access level to the LMS for the evaluator shall be at least the same level as the Unit Member.

22.9.5.2 Engagement with students through interactive activities, discussion forums, and timely feedback on assignments, including regular and substantive interaction between instructors and students, and students to students.

22.9.5.3 Design and organization of course materials, including clear learning objectives, instructional resources, and assessments aligned to course outcomes.

22.9.5.4 Maximize the use of technology tools and resources to improve the quality of enhance the online-instruction learning experience.

22.9.5.5 Compliance with college policies and guidelines for online course delivery accessibility standards.

22.10 Evaluation Report

22.10.1 Evaluation Report shall be conducted in accordance with Articles 17.7.4 and 18.5.4 of the CBA.

22.11 Student Surveys of Online Courses

22.11.1 Distance education student evaluations shall be conducted online using the established instrument.

ARTICLE 24 – GRIEVANCES

ARTICLE 24- GRIEVANCES, shall remain unchanged except for the following amendment(s):

24.1 PURPOSE

It is the intent of the District and the Association to promote and improve their relationship by encouraging the prompt resolution of all problems arising during the course of their relationship. Accordingly, it is the purpose of this grievance procedure to provide an orderly and equitable means by which such problems that arise from this Agreement can be resolved in an expeditious, amicable, and decisive manner.

24.2 DEFINITIONS

24.2.1 "Association Grievance Representative" means a designated Association representative, appointed for the purpose of assisting Unit Members with the processing of the grievances.

24.2.2 A "day" is a weekday on which the central administrative office of the District is regularly open for business.

24.2.3 "Grievance" means a complaint by a Unit Member or the Association alleging a violation, misinterpretation, or misapplication, by the District or its representatives, of a provision of this Agreement, District policy, practice or procedure. A grievance may include an alleged violation of procedures in relation to evaluation of an employee, but may not include inquiry into the substantive findings of the employer contained in such an evaluation.

24.2.4 "Grievant" means a Unit Member or group of Unit Members, or the Association, making such a complaint.

24.2.5 "Immediate Management Supervisor" means the first level academic administrator to whom a Unit Member reports.

24.2.6 "Party in Interest" means any person or persons who might be required to take action or against whom action might be taken in order to resolve a grievance, and shall include the appropriate Association and District-designated representatives.

24.2.7 "Respondent" means an administrative employee to whom a grievance is directed, either initially, or on appeal.

24.3 GENERAL PROVISIONS

24.3.1 Time and Place of Meetings

Any meetings or hearings necessary to administer this procedure shall be conducted at a time and place which will afford all appropriate Parties in Interest a reasonable opportunity to attend.

24.3.2 Designated Representatives

During any step of the grievance process including arbitration, a Grievant shall be entitled to Association representation at all grievance meetings conducted pursuant to the provisions of this Article. A Grievant shall also be entitled to represent himself/herself, but may not be represented by any other person than an Association representative(s), unless authorized by the Association. The District may be represented by any person(s) or agent(s) designated by the District to act on its behalf.

24.3.3 Notification Process

24.3.3.1 Notification to Grievant

Notification of a grievance decision or a grievance appeal decision by the District to the Grievant shall be by ~~email~~ personal delivery or ~~by certified mail to the Grievant's current mailing address as reflected in the District's records.~~

24.3.3.2 Notification to Association

Notification of a grievance decision or a grievance appeal decision by the District to the Association shall be by email, personal delivery or by intradistrict mail in a sealed envelope marked "confidential" to the Association Grievance Representative or by telephone call allowing the Association Grievance Representative to collect the notice in person.

24.3.3.3 Notification to the District

Filing of a grievance or grievance appeal by a grievant or by the Association, or filing of notice by the Association of its intent to proceed to arbitration, shall be by email, personal delivery or by certified mail to the Vice Chancellor of Human Resources.

24.3.4 Time Limits

24.3.4.1 All grievances must be processed within a reasonable time not to exceed the time limits specified at each step of the Grievance Procedure. Any time limits specified in this procedure may be modified by mutual written agreement between the Vice Chancellor Human Resources or designee and the Association.

24.3.4.2 ~~Failure of the Grievant, at any step of the procedure, to take any required action within the prescribed time limits shall be deemed to be an acceptance of the decision rendered at that step.~~ A Grievant who fails to act within the prescribed time limits stated in this Article may not proceed any further in the grievance process.

24.3.4.3 ~~Failure of the district, at any step of the procedure, to take any required action within the prescribed time limits shall constitute a judgment in favor of the Grievant.~~ The failure of the District to provide a decision within the time limits in this Article shall permit the Grievant to proceed to the next step.

24.3.5 Information and Evidence

24.3.5.1 All data, records, information, and identification of parties necessary to the processing of a grievance shall be made available to the appropriate Parties in Interest in an expeditious and timely manner. All documents, communications and records dealing with the processing of a grievance which are not properly part of any personnel file shall be maintained in a separate grievance file and shall not become part of the personnel file of any Unit Member during the grievance process.

24.3.5.2 No person involved in resolving a grievance shall consider any written materials other than those submitted and made available to both the Grievant and the District as part of the grievance procedure.

24.3.6 Fees and Expenses

The parties shall bear their own costs and expenses, except for the following:

24.3.6.1 The cost for the services of the arbitrator and the court reporter, including but not limited to, per diem expenses, travel and subsistence expenses, and the cost of any off-site hearing room, shall be shared equally by the District and the Association.

24.3.6.2 The cost of obtaining a transcript shall be shared equally by both parties if a transcript is requested by the arbitrator. Otherwise the cost shall be paid by the party requesting the transcript.

~~24.3.6.3 The Grievant shall have reasonable access to clerical and secretarial services under authorization of the appropriate supervisor.~~

24.3.7 Grievance Forms

The Grievance Form, Grievance Appeal Form, and the Grievance Arbitration Appeal form are located in Appendix J.

24.3.8 Informal Resolution

Prior to filing a grievance, a Grievant may attempt to resolve the issue with the appropriate respondent. However, this does not extend the prescribed time limitation for filing a grievance as set forth below.

24.4 PROCEDURES

24.4.1 Level of Initiation

24.4.1.1 Level One – If a grievance arises from any action or inaction at the level of the Immediate Management Supervisor, the grievance shall initiate with the Immediate Management Supervisor as respondent.

24.4.1.2 Level Two – If a grievance arises from any action or inaction at the campus level, the grievance shall initiate with the President as respondent.

24.4.1.3 Level Three – If a grievance arises from any action or inaction at the district level, the grievance shall initiate with the Vice Chancellor of Human Resources as respondent.

24.4.2 Initial Filing of Grievance

24.4.2.1 A grievance may be filed on any day, as defined in section 24.2.2 of this Agreement, and may refer to violations which are alleged to have occurred on a duty day, or on days other than duty days.

24.4.2.2 Where a grievance is initiated after the fourteenth (14th) week of a semester or is initiated during any intersession, the obligations of the parties with respect to the processing of the grievance shall be suspended, and the specified time limits governing the grievance procedure shall begin to run as of the first day of the next regular semester/term, unless the parties agree otherwise in writing.

24.4.2.3 Except with respect to a grievance arising in conjunction with the application of the provisions of Article 17 of this Agreement as provided below, within forty (40) days from the time the Grievant knew, or by reasonable diligence should have known, of the event or condition giving rise to the grievance, the Grievant shall file a grievance by submitting a completed Grievance Form (Appendix J.1) to the Vice Chancellor of Human Resources.

Any grievance arising in conjunction with the application of the provisions of Article 17 of this Agreement shall be filed within ten (10) days from the time the Grievant knew, or by reasonable diligence should have known, of the event or condition giving rise to the grievance, by submitting a completed Grievance Form (Appendix J.1) to the Vice Chancellor of Human Resources.

A grievance shall not be valid for consideration unless it is submitted in ~~writing~~writing on the prescribed grievance form and contains the following information:

24.4.2.3.1 citation of the specific articles(s) and section(s) of the Agreement alleged to have been violated, misapplied, or misinterpreted;

24.4.2.3.2 a clear and concise description of the nature and grounds of the grievance and the specific manner in which the cited article(s) and

section(s) of the Agreement are alleged to have been violated, misapplied, or misinterpreted;

24.4.2.3.3 the specific action(s) requested of the District which will remedy the grievance.

24.4.2.4 Within three (3) days after receipt of the Grievance Form, the Vice Chancellor of Human Resources shall ~~email forward~~ a copy of the grievance to the Association only if the grievance is not filed by the Association.

24.4.2.5 Within ten (10) days after receipt of the completed Grievance Form, if requested by the Grievant on the Grievance Form, the Vice Chancellor of Human Resources or designee will contact the Grievant or the Grievant's designated representative to schedule a meeting in an effort to resolve the grievance.

24.4.2.6 Within ten (10) days after the meeting as specified in section 24.4.2.5 or within ten (10) days after receipt of the completed Grievance Form, if no meeting is requested by the Grievant, the respondent or designee shall provide the Grievant and the Association with a written decision regarding the grievance, including an explanation of the reasons therefore. The written decision shall be made upon the Grievance Form.

24.4.2.7 Within ten (10) days after receipt of the written decision of the respondent or designee, if not satisfied with the disposition of the grievance, the Grievant may appeal the grievance to the next level.

24.4.3 Appeal

24.4.3.1 Except in the case of a request for arbitration, an appeal to the next level must be filed, by submitting to the Vice Chancellor of Human Resources within ten (10) days after receiving the written decision at the previous level, a completed Grievance Appeal Form (Appendix J.2) which shall include as attachments complete copies of all processed grievance forms and other documents of an evidentiary nature. A grievance appeal shall not be valid for consideration unless it is submitted in writing on the prescribed grievance appeal form.

24.4.3.2 Within ten (10) days after receipt of the completed Grievance Appeal Form, the respondent or designee shall provide the Grievant and the Association with a written decision regarding the grievance, including an explanation of the reasons therefore.

24.4.3.3 Where a grievance has been processed at Level Three and the Grievant is not satisfied with the disposition of the grievance, the Grievant may request the Association to submit the grievance to arbitration by completing the Grievance Arbitration Appeal form (Appendix J.3). The decision to proceed to arbitration shall be at the discretion of the Association.

24.5 ARBITRATION

24.5.1 ~~If the Association decides to proceed to arbitration, it shall, within twenty (20) days of receipt after receipt of the written decision of the District in response to a grievance that has been processed at Level Three, notify the Vice Chancellor of Human Resources in writing. In the event the grievance is not resolved at Level III, should the Association choose to submit the grievance to binding arbitration, it shall notify the Vice Chancellor of Human Resources of such decision within twenty (20) days of the District's Level Three response.~~

24.5.2 ~~Within ten (10) days after receipt by the District of the Association's notification of intent to proceed to arbitration, the District and the Association shall attempt to agree upon a mutually acceptable arbitrator and obtain a commitment from said arbitrator to serve. The District, within ten (10) days of the request, shall request the State Mediation and Conciliation Service to supply a list of five (5) names of persons experienced in hearing grievances in community colleges. The Association~~

and the District shall attempt to agree on an arbitrator from this list within five (5) days upon its receipt. If no agreement can be reached, each party shall alternately strike a name until only one name remains. The remaining panel member shall be the binding arbitrator. The order of striking shall be determined by lot.

~~24.5.3 If the District and the Association cannot mutually agree upon the selection of an arbitrator within the specified period of time, the District and the Association shall each submit five (5) names of persons experienced in hearing grievances involving public schools within ten (10) days. Each party shall alternately strike a name until there is one name remaining. The remaining name shall be the arbitrator. The party that strikes first shall be determined by lot.~~

24.5.34 Advocates for the parties in arbitration shall exchange all documentary material to be entered as evidence at least five (5) days before the first day of hearing. The names of witnesses shall be exchanged at least five (5) days before the first day of hearing. Prior to arbitration, the Association and the District shall have equal access to documents and records that will assist in adjusting the grievance, as mutually determined by the parties. These provisions may be modified or waived by mutual agreement of the District and the Association.

24.5.45 The arbitration hearing shall be private. Attendance shall be limited to the parties to the grievance and their representatives. Witnesses shall attend only while testifying.

24.5.56 If any question arises as to the arbitrability of the grievance, such question will be ruled upon by the arbitrator and shall first be decided by the arbitrator before consideration of the merits of the grievance.

24.5.67 The arbitrator shall hear evidence and render a decision on the issue(s) submitted. If the parties cannot agree upon the issue(s), the arbitrator shall determine the issue(s) by referring to the written grievance and the answers thereto at each step.

~~24.5.778 After a hearing and after both parties have had an opportunity to make written arguments, the arbitrator will render a decision. The arbitrator's decision will be in writing and will set forth the findings of fact, reasoning and conclusions of the issue submitted. The arbitrator will be without power of authority to make any decision which requires the commission of an act prohibited by law or which violates the terms of the Agreement. However, it is agreed that the arbitrator is empowered to include in any award such financial reimbursement or other remedies as are consistent with the Agreement.~~

~~24.5.889 The arbitrator shall have no power to add to, subtract from, disregard, or modify the terms of this Agreement. The arbitrator shall be restricted from making a recommendation that is not based on a violation or inequitable application of the Agreement. The decision of the arbitrator will be submitted to the Association and to the District and will be final and binding upon the parties.~~

24.6 EXPEDITED ARBITRATION

By mutual agreement of the District and the Association, the arbitration may be held under the Expedited Rules of the American Arbitration Association. Notice of such option shall accompany the Demand for Arbitration.

24.7 CONSOLIDATION OF GRIEVANCES IN ARBITRATION

By mutual agreement of the District and the Association, grievances of a similar or like nature may be joined in a single arbitration procedure. The arbitrator's decision shall be final and binding upon all parties to the consolidated arbitration.

24.8 NO REPRISALS

No reprisals of any kind will be taken by the Chancellor or by any member or representative of the administration or the Board against any aggrieved party, any Party in Interest, any



member of the Association or any other participant in the grievance procedure by reason of such participation.

ARTICLE 29- EXTENSIVE LABS

ARTICLE 29 – EXTENSIVE LABS, shall remain unchanged except for the following amendment(s):

29.1 EXTENSIVE LABORATORY AGREEMENT

- 29.1.1 Laboratory courses are established as "extensive" through the approval process outlined in this Article and the Extensive Laboratory Application, Definition Criteria, Classification Rubric, and Classification Checklist found in Appendix L.
- 29.1.2 The required modes of instruction for an Extensive Laboratory shall be "in-person/on campus" or "hybrid". The compensation for an "in-person/on campus" laboratory shall be 1 to 1. The compensation for a "hybrid" laboratory be shall compensated at 1 to 1 for the portion of the lab taught "in-person/on campus".
- 29.1.23 The laboratory hour for all courses established as Extensive Laboratory shall be compensated at 1 to 1 or 100% of a lecture hour.
- 29.1.34 All lab units/hours for Extensive Laboratory courses must be in compliance with current regulations and laws outlined in the Program and Course Approval Handbook (PCAH).
- 29.1.5 The implementation of approved Extensive Laboratory courses shall be effective ~~Fall 2023~~ the Fall semester that follows the course being established as an Extensive Laboratory course.
- 29.1.56 The status of an Extensive Laboratory may be established or amended only with the approval of the Extensive Laboratory Committee (ELC).

29.2 EXTENSIVE LABORATORY COMMITTEE

- 29.2.1 The District Extensive Laboratory Committee, will be established to implement the recommended procedures and guidelines. The purpose of the ELC is as follows:
 - 29.2.1.1 Uphold the criteria and guidelines to identify extensive laboratory courses that qualify under the definitions.
 - 29.2.1.2 Solicit applications from departments.
 - 29.2.1.3 Review and evaluation applications
 - 29.2.1.4 Application approval or denial will be conducted based on consensus; majority vote will prevail.
 - 29.2.1.5 Report extensive laboratory approvals to the appropriate groups to ensure implementation.
- 29.2.2 The District ELC shall consist of five (5) tenured Unit Members and three (3) management team members for a total of eight (8) members as follows:
 - 29.2.2.1 One (1) tenured Unit Member from each campus (Cypress College and Fullerton College) appointed by each campus Faculty/Academic Senate.
 - 29.2.2.2 One (1) tenured Unit Member from each campus (Cypress College and Fullerton College) appointed by each Curriculum Committee.
 - 29.2.2.3 One (1) tenured Unit Member appointed by United Faculty.



- 29.2.2.4 One (1) management team member from each campus and District Services (Cypress College, Fullerton College, and District Services).
- 29.2.2.5 Committee members shall be appointed for a two-year term and may be reappointed to serve additional terms.
- 29.2.2.6 The committee will appoint a chair from the faculty Unit Members.

29.3 TIMELINE

- 29.3.1 Before the end of the Spring semester, the ELC chair will inform each campus (Cypress College and Fullerton College) of the ELC scope and function relating to extensive laboratory evaluation and issue an invitation to departments with laboratory assignments to prepare applications and supporting documents that seek to apply for EL classification.
- 29.3.2 Unit Members/departments that wish to have the ELC consider designating one or more of their laboratory courses as EL with have until ~~September 4~~ October 01 of each academic year to submit the applications and supporting documents.
- 29.3.3 The ELC will meet the first week of ~~September~~ October each academic year to establish dates and deadlines for the review and approval process. These shall include meeting dates, deliberations, and deadlines for revisions, resubmissions, and final approvals.
- 29.3.4 Submitting Unit Members may be contacted by the ELC to meet with the committee to review the application and course materials if further clarifications are needed.
- 29.3.5 Before the end of each Fall semester, the ELC chair will provide to the District and UF the Extensive Laboratory designated course list.
- 29.3.5 The District will post a link to the Extensive Laboratory designated course list on the District webpage under the UF Union Contract link annually on or before February 01.

ARTICLE 30 – EMERGENCIES

ARTICLE 30 – EMERGENCIES, shall remain unchanged except for the following amendment(s):

- 30.1 California Government Code Section 3100 provides that all public employees are hereby declared to be disaster service workers subject to such disaster service activities as may be assigned by their immediate management supervisor or other administrators during a disaster.
- 30.2 The Association recognizes that an emergency may be declared by the District.
- 30.3 The Association recognizes that the District retains its rights to amend, modify, or rescind policies and practices referred to in this collective bargaining agreement or other agreements including memorandums of understanding, in case of a declared emergency.
- 30.4 Emergency Types
 - 30.4.1 Disaster: a sudden, calamitous event bringing damage, loss, or destruction to all or a portion of the District. Such as: earthquakes, fires, floods, hazardous material, health epidemics.
 - 30.4.2 Crisis: an unstable or crucial situation in which a decisive change, with a distinct possibility of a highly undesirable outcome, is impending. Such as: shootings, hostage situation, terrorist attack, civil disobedience, bomb threats, arson.
- 30.5 In the event of a District declared emergency, unit members shall perform services onsite or remotely through the District Learning Management System (LMS), as directed by their Immediate Management Supervisor or other Administrators.

30.6 When the District orders a campus or any part of the District closure of three (3) working days or fewer in response to an emergency, unit members evacuated will not suffer a loss of pay or benefits during the period of such evacuation. Unit members shall remain available for return to work after the situation is resolved and clearance is issued by the District.

30.7 Unit members shall participate in District provided emergency trainings and drills.

30.8 In extended emergency situations, the District, in consultation with the Association, will may request to meet and negotiate the impact on wages, hours, and working conditions to establish safety protocols related to the return to work.

TENURE REVIEW TIMELINE

Tenure Review Evaluation Timeline to be included in Appendix H of the CBA.

NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

Vice Chancellor Human Resources



Date: 10/02/2024

UNITED FACULTY/CCA/CTA/NEA



Jeremy Peters - UF Lead Negotiator

Date: 10/02/2024

CONFIDENTIAL DISTRICT PROPOSAL TO MEDIATOR
OCTOBER 2, 2024

INTERSESSION & OVERLOAD SALARY SCHEDULE

CREDIT REGULAR AND CONTRACT INTERSESSION AND OVERLOAD TEACHING SCHEDULE										
LECTURE RATE										
STEP	Class B		Class C		Class D		Class E		Class F	
	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly
	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
1 - 12	1,666.98	95.26	1,666.98	95.26	1,746.42	99.80	1,746.42	99.80	1,829.19	104.52
13	1,666.98	95.26	1,679.03	95.94	1,746.42	99.80	1,780.89	101.76	1,853.62	105.92
17	-	-	1,728.92	98.80	1,780.89	101.76	1,832.85	104.73	1,905.56	108.89
22	-	-	-	-	1,855.67	106.04	1,907.62	109.01	1,976.19	112.93
27	1,679.03	95.94	1,780.89	101.76	1,907.62	109.01	1,959.58	111.98	2,030.22	116.01

NONEXTENSIVE LABORATORY RATE PAID AT 75% OF UNIT/HOURLY LECTURE RATE										
STEP	Class B		Class C		Class D		Class E		Class F	
	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly
	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
1 - 12	1,250.24	71.44	1,250.24	71.44	1,309.82	74.85	1,309.82	74.85	1,371.89	78.39
13	1,250.24	71.44	1,259.28	71.96	1,309.82	74.85	1,335.67	76.32	1,390.21	79.44
17	-	-	1,296.69	74.10	1,335.67	76.32	1,374.64	78.55	1,429.17	81.67
22	-	-	-	-	1,391.76	79.53	1,430.72	81.76	1,482.15	84.69
27	1,259.28	71.96	1,335.67	76.32	1,430.72	81.76	1,469.68	83.98	1,522.67	87.01

CREDIT REGULAR AND CONTRACT INTERSESSION AND OVERLOAD NONTTEACHING SCHEDULE					
Step	Class B	Class C	Class D	Class E	Class F
	Hrly Rate	Hrly Rate	Hrly Rate	Hrly Rate	Hrly Rate
01	56.18	58.97	61.76	64.54	68.42
02	58.97	61.76	64.54	67.33	71.21
03	61.76	64.54	67.33	70.12	73.99
04	64.54	67.33	70.12	72.90	76.78
05	67.33	70.12	72.90	75.70	79.56
06	70.12	72.90	75.70	78.48	82.35
07	72.90	75.70	78.48	81.26	85.14
08	75.70	78.48	81.26	84.05	87.93
09	78.48	81.26	84.05	86.84	90.72
10	81.26	84.05	86.84	89.63	93.50
11	84.05	86.84	89.63	92.42	96.29
12	86.84	89.63	92.42	95.20	99.07
13	89.63	92.42	95.20	97.99	101.86
17	0.00	95.20	97.99	100.77	104.65
22	0.00	0.00	100.77	103.56	107.44
27	92.42	97.99	103.56	106.35	110.22

NON-CREDIT REGULAR AND CONTRACT INTERSESSION AND OVERLOAD TEACHING SCHEDULE						
Lecture Laboratory	Class B and Class C		Class D and Class E		Class F	
	Unit	Hrly	Unit	Hrly	Unit	Hrly
	Rate	Rate	Rate	Rate	Rate	Rate
Lecture	1,644.12	93.95	1,722.46	98.43	1,804.10	103.09
Laboratory	1,315.32	75.16	1,377.87	78.74	1,443.27	82.47

Appendix

	2023-2024
	Actual Expense*
Academic Management Salaries	\$ 13,018,357.00
Full-Time Faculty Salaries	75,006,898.00
Part-Time Faculty Salaries	44,377,347.00
Classified Management Salaries	12,974,265.00
Classified Staff Salaries	60,611,703.00
Confidential Staff Salaries	1,685,940.00
Total	\$ 207,674,510.00
Total Expenditures	\$ 364,504,518.00
Salaries as a Percentage of Total Expenditures	56.97%

	2024-2025	% of	Portionate Share of
	Budgeted Salaries**	Budgeted Salaries	Revenues In Excess of
			\$262,433,892
Full-Time Faculty	\$ 72,061,484.27	41.37%	23.57%
Classified	48,651,709.43	27.93%	15.91%
Management	17,483,115.23	10.04%	5.72%
Executives	2,242,154.08	1.29%	0.73%
Confidential	1,706,034.15	0.98%	0.56%
Adjunct Faculty	32,058,105.00	18.40%	10.48%
Total	\$ 174,202,602.16	100.00%	56.97%

* 2024-2025 Proposed Budget and Financial Report, page 41.

** 2024-2025 Proposed Budget and Financial Report, page 202.

Calculation Example

Base (Hold Harmless)	\$ 262,433,892.00	
P2 Available Revenue	272,798,237.00	<i><--this becomes new base in 2026-2027</i>
Revenue in Excess	\$ 10,364,345.00	

Salaries as a Percentage of Total Expenditures	56.97%
Revenue in Excess available for employee groups	\$ 5,905,030.43

	Portionate Share of	One-Time Payment	Increase to Salary
	Revenues in Excess of		Schedule
	\$262,433,892		
Full-Time Faculty	23.57%	\$ 2,442,703.22	3.39%
Other Employee Groups	33.41%	3,462,327.21	
	56.97%	\$ 5,905,030.43	

One-Time Payment	\$ 2,442,703.22
Number of Faculty***	560.00
One-Time Payment for each Faculty	\$ 4,361.97 <i>example</i>

*** 2024-2025 Proposed Budget and Financial Report, page 199.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

INTERSESSION & OVERLOAD SALARY SCHEDULE

Effective: Winter 2024

CREDIT REGULAR AND CONTRACT INTERSESSION AND OVERLOAD TEACHING SCHEDULE										
LECTURE RATE										
STEP	Class B		Class C		Class D		Class E		Class F	
	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly
	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
1 - 12	1,666.98	95.26	1,666.98	95.26	1,746.42	99.80	1,746.42	99.80	1,829.19	104.52
13	1,666.98	95.26	1,679.03	95.94	1,746.42	99.80	1,780.89	101.76	1,853.62	105.92
17	-	-	1,728.92	98.80	1,780.89	101.76	1,832.85	104.73	1,905.56	108.89
22	-	-	-	-	1,855.67	106.04	1,907.62	109.01	1,976.19	112.93
27	1,679.03	95.94	1,780.89	101.76	1,907.62	109.01	1,959.58	111.98	2,030.22	116.01

NONEXTENSIVE LABORATORY RATE CREDIT										
PAID AT 75% OF UNIT/HOURLY LECTURE RATE										
STEP	Class B		Class C		Class D		Class E		Class F	
	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly	Unit	Hrly
	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
1 - 12	1,250.24	71.44	1,250.24	71.44	1,309.82	74.85	1,309.82	74.85	1,371.89	78.39
13	1,250.24	71.44	1,259.28	71.96	1,309.82	74.85	1,335.67	76.32	1,390.21	79.44
17	-	-	1,296.69	74.10	1,335.67	76.32	1,374.64	78.55	1,429.17	81.67
22	-	-	-	-	1,391.76	79.53	1,430.72	81.76	1,482.15	84.69
27	1,259.28	71.96	1,335.67	76.32	1,430.72	81.76	1,469.68	83.98	1,522.67	87.01

CREDIT REGULAR AND CONTRACT INTERSESSION AND OVERLOAD NONTEACHING SCHEDULE										
Step	Class B		Class C		Class D		Class E		Class F	
	Hrly		Hrly		Hrly		Hrly		Hrly	
	Rate		Rate		Rate		Rate		Rate	
01	56.18		58.97		61.76		64.54		68.42	
02	58.97		61.76		64.54		67.33		71.21	
03	61.76		64.54		67.33		70.12		73.99	
04	64.54		67.33		70.12		72.90		76.78	
05	67.33		70.12		72.90		75.70		79.56	
06	70.12		72.90		75.70		78.48		82.35	
07	72.90		75.70		78.48		81.26		85.14	
08	75.70		78.48		81.26		84.05		87.93	
09	78.48		81.26		84.05		86.84		90.72	
10	81.26		84.05		86.84		89.63		93.50	
11	84.05		86.84		89.63		92.42		96.29	
12	86.84		89.63		92.42		95.20		99.07	
13	89.63		92.42		95.20		97.99		101.86	
17	0.00		95.20		97.99		100.77		104.65	
22	0.00		0.00		100.77		103.56		107.44	
27	92.42		97.99		103.56		106.35		110.22	

NON-CREDIT REGULAR AND CONTRACT INTERSESSION AND OVERLOAD TEACHING SCHEDULE						
Lecture Laboratory	Class B and Class C		Class D and Class E		Class F	
	Unit	Hrly	Unit	Hrly	Unit	Hrly
	Rate	Rate	Rate	Rate	Rate	Rate
	1,644.12	93.95	1,722.46	98.43	1,804.10	103.09
	1,315.32	75.16	1,377.87	78.74	1,443.27	82.47

Board Approved:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
REGULAR AND CONTRACT FACULTY ANNUAL SALARY SCHEDULE (195 DAYS)

Effective January 1, 2025

<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	94,016	98,163	102,307	106,443	112,209	1
2	94,016	98,163	102,307	106,443	112,209	2
3	94,016	98,163	102,307	106,443	112,209	3
4	98,163	102,307	106,443	110,593	116,349	4
5	102,307	106,443	110,593	114,733	120,496	5
6	106,443	110,593	114,733	118,878	124,636	6
7	110,593	114,733	118,878	123,023	128,778	7
8	114,733	118,878	123,023	127,166	132,924	8
9	118,878	123,023	127,166	131,303	137,068	9
10	123,023	127,166	131,303	135,451	141,211	10
11	127,166	131,303	135,451	139,593	145,358	11
12	131,303	135,451	139,593	143,737	149,492	12
13	135,451	139,593	143,737	147,878	153,640	13
16		143,737	147,878	152,026	157,786	16
18			152,026	156,170	161,927	18
20			156,170	160,305	166,069	20
22			160,305	164,455	170,208	22
25	139,593	147,878	164,455	168,599	174,355	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:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
REGULAR AND CONTRACT FACULTY ANNUAL SALARY SCHEDULE (177 DAYS)

Effective January 1, 2025

<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	85,541	89,306	93,065	96,820	102,055	1
2	85,541	89,306	93,065	96,820	102,055	2
3	85,541	89,306	93,065	96,820	102,055	3
4	89,306	93,065	96,820	100,587	105,812	4
5	93,065	96,820	100,587	104,346	109,576	5
6	96,820	100,587	104,346	108,109	113,334	6
7	100,587	104,346	108,109	111,870	117,095	7
8	104,346	108,109	111,870	115,630	120,857	8
9	108,109	111,870	115,630	119,386	124,619	9
10	111,870	115,630	119,386	123,151	128,379	10
11	115,630	119,386	123,151	126,912	132,143	11
12	119,386	123,151	126,912	130,671	135,897	12
13	123,151	126,912	130,671	134,431	139,660	13
16		130,671	134,431	138,196	143,425	16
18			138,196	141,957	147,182	18
20			141,957	145,711	150,942	20
22			145,711	149,477	154,701	22
25	126,912	134,431	149,477	153,239	158,462	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.

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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:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 22, 2024

SUBJECT: Board of Trustees Goals

Action	<u> X </u>
Resolution	<u> </u>
Information	<u> </u>
Enclosure(s)	<u> X </u>

BACKGROUND: On June 8, 2024 trustees held their annual planning retreat and one of the discussions involved goal setting for the Board of Trustees. The general consensus among trustees was that they wanted goals that included measurable objectives, incorporated accreditation standards, and addressed their role as a policy board that focused on professional development, fiscal solvency, student success, and advocacy.

Dr. Brice Harris, CCLC Consultant, facilitated the Board retreat and helped draft the proposed recommendations that the Board reviewed on October 8, 2024.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction 3) Stewardship of Resources – NOCCCD will promote a shared vision of responsible stewardship of District resources through transparent and inclusive decision-making and integrated planning.

How does this relate to Board Policy: This item is in accordance with Board Policy 2200, Board Duties and Responsibilities; Board Policy 2715, Code of Ethics/Standards of Practice; and Board Policy 2745, Board Self-Evaluation.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board adopt the proposed 2024-25 Board of Trustees Goals.

Byron D. Clift Breland

Recommended by



Approved for Submittal

5.a.1

Item No.



Board of Trustees 2024-2025 Goals

Goals for Institutional Effectiveness

1. The Board will make teaching/learning and student success in line with the goals of the California Community Colleges Vision 2030 a top priority. (NOCCCD Strategic Direction – *Student Experience & Success*)
 - By January 2025 District Goals for improvement in the number of students receiving degrees, certificates, and becoming transfer-ready ~~by establishing baseline measurements for these important student success indicators will be established~~ **will be provided/published.**
 - By June of 2025 progress on those goals will be reported to the Board of Trustees in their annual retreat.
 - Focus on reducing equity gaps for student success and provide the Board a report of progress at the annual Board retreat.
2. The Board will emphasize access through enrollment restoration and growth.
 - Work to help students make informed decisions regarding CTE and Transfer pathways.
 - Make students aware of support services including tutoring, assessment, disabled student support and transportation.
 - Enhance marketing and communication with students and potential students to make them aware of educational opportunities.
 - Encourage dual enrollment and the Community College Baccalaureate.
 - Have the Chancellor present a report on enrollment at public Board meetings in October of 2024 and February of 2025.
3. The Board will continue to support an inclusive environment in the District. The desired environment is sensitive to diversity, inclusion, and equity in every respect. (NOCCCD Strategic Directions – *Student Experience & Success and Employee Experience*)

4. In light of the budget concerns for the State of California, and the potential for a negative impact on the NOCCCD budget, the Board will ask the Chancellor for a three-year plan for financial stability. This plan will be prepared for Board consideration in early 2025.
5. The Board will encourage greater expansion of community partnerships especially with local K-12 school districts, business and industry and elected officials, nonprofits, and cities. Individual Board members will become more involved with the leadership team in outreach activities. (NOCCCD Strategic Direction – ***Collective Impact & Partnerships***)
6. The Board will remain active in the continual accreditation process involving Cypress College, Fullerton College, and NOCE. (NOCCCD Strategic Direction – ***Student Experience and Success***)

Goals for Board Effectiveness

7. The Board will complete the revisions of BP 2740 regarding Board Professional Development as part of the improvement of the new Trustee orientation program and will continue to refine the orientation of new student trustees.
8. The Board will continue scheduling routine training including for the Brown Act, Sexual Harassment, and Board Ethics, as well as continue robust attendance and participation in external professional development and continuing education activities.
9. During the first quarter of 2025 the Board will conduct a study session on collegial consultation.

Goals for Student Success

The Board’s student success goals will be in alignment with the aspirational goals established by the CCCCCO’s Vision 2030: A Roadmap for California Community Colleges which builds on the foundation of the Vision for Success (2017) and the governor’s “Multi-Year Roadmap” (2022), which aims to increase by at least 20 percent, annually, the number of California Community College students who acquire associate degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job. Since the NOCCCD Board Student Success Goals are aligned with the CCCCCO Vision 2030 Goals, the NOCCCD Board goals also take into account establishing and monitoring equitable outcomes for all students.

Baseline Metrics – (Goal is to increase by 4%)

1. Among all students enrolled in Cypress and Fullerton Colleges in 2023–24, the number of students who earned any associate degree was 2,995. A 4% increase to 2,995 is 3,115.
2. Among all students enrolled in Cypress and Fullerton Colleges in 2023-24, the number of students who earned a CCCCCO approved credit certificate was 2,939. A 4% increase to 2,939 is 3,057.
3. Among all students who enrolled at NOCE in Basic Skills, CTE, or ESL courses in 2023-24, the number of students who received a CDCP certificate or High School (HS) diploma was 1,158. A 4% increase to 1,158 is 1,204.
4. Vision 2030 has the goal of, over a five-year period, increasing by 35 percent (or 7% per year over a five-year period) the number of California Community College students transferring annually to a UC or CSU. The number of students who earned 12 or more credit units at any time and at any campus of NOCCCD, up to and including 2022-23, who exited the community college system, and who enrolled in a four-year institution in 2022-23 (2023-2024 data unavailable as of October 2024) is 2,142. A 7% increase to 2,142 is 2,292.

Consistent with Vision 2030, and keeping equity as the main focus of the Board’s student success work, all metrics will be disaggregated by underrepresented students of color, first-generation status, low-income status, gender, and students with disabilities. The ultimate goal is to fully close equity gaps for all students.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 22, 2024

SUBJECT: Resolution No. 24/25-03,
Veterans Appreciation Week

Action	<u>X</u>
Resolution	<u>X</u>
Information	<u> </u>
Enclosure(s)	<u>X</u>

BACKGROUND: The North Orange County Community College District is privileged to serve thousands of student veterans each year at all three institutions. Both Fullerton College and Cypress College currently have Student Veteran’s Centers on campus in order to serve those growing populations. Our student veterans are some of our highest achieving and most committed students.

In recognition of those who have sacrificed so much for our country, the Board would like the week of November 11-15, 2024 to be observed as Veterans Appreciation Week. The Colleges will host a series of campus events in recognition of veterans from November 5-8, 2024 and culminating with the Veterans Day holiday on November 11, 2024.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Directions 1) Student Experience & Success – NOCCCD will provide comprehensive support, equitable opportunities, cocurricular programming, and clear pathways to ensure that students achieve their educational and career goals, and 2) Employee Experience – NOCCCD will provide an inclusive, equitable, and welcoming environment to support the wellbeing and professional growth of all employees.

How does this relate to Board Policy: Not applicable.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board honor the contributions of past and present members of the Armed Forces in the state of California and in the North Orange County Community College District, and adopt Resolution No. 24/25-03 to declare that the week of November 11-15, 2024 be observed as Veterans Appreciation Week.

Byron D. Clift Breland

Recommended by



Approved for Submittal

5.b.1

Item No.

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**



Resolution No. 24/25-03, Veterans Appreciation Week

WHEREAS, the members of the Armed Forces have been instrumental to the preservation of the freedom, security, and prosperity enjoyed by the people of the United States; and

WHEREAS, throughout the generations, veterans' sacrifices have preserved our unique form of government dedicated to human rights and respect for the individual; and

WHEREAS, California is home to 1.8 million veterans, representing eight percent of the total U.S. veteran population and anticipates receiving an additional 30,000 discharged members of the armed services each year for the next several years – more than any other state; and

WHEREAS, the number of student veterans at the North Orange County Community College District has increased each year; and

WHEREAS, the North Orange County Community College District continually strives to provide relevant and needed campus services and resources to our student veterans; and

WHEREAS, the North Orange County Community College District's student veterans have been influential in bringing awareness to their campus communities through various Veterans Day events and celebrations; and

WHEREAS, student veterans deserve our appreciation for all they do, and have done, to protect our freedom; now,

THEREFORE, BE IT RESOLVED, that the North Orange County Community College District Board of Trustees hereby recognizes and wishes to honor the contribution of past and present members of the Armed Forces in the state of California and in the North Orange County Community College District and declares the week of November 11-15, 2024, be observed as Veterans Appreciation Week.

PASSED AND ADOPTED by the Governing Board of the North Orange Community College District, this 22nd day of October 2024, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINING:

Evangelina Rosales
Board President

5.b.2
Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 22, 2024

SUBJECT: Future Board Agenda Items

Action	_____
Resolution	_____
Information	_____ X _____
Enclosure(s)	_____

BACKGROUND: At the June 2018 Board and Chancellor planning retreat, the group discussed how to make Board meetings more effective and efficient. As a result of that discussion, it was agreed that a new *Future Board Agenda Items* section would be included in Board meeting agendas to provide an opportunity for trustees to discuss the possibility of adding topics or items of interest to future agendas.

This information item is presented to allow for discussion on any potential future Board agenda items.

How does this relate to the five District Strategic Directions? Not applicable.

How does this relate to Board Policy: This item is in accordance with Board Policy 2310, Regular Meetings of the Board and Board Policy 2340, Agendas.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board discuss any potential future Board agenda items.

Byron D. Clift Breland

Recommended by



Approved for Submittal

5.c

Item No.

UNAPPROVED
MINUTES OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES OF THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

October 8, 2024

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, October 8, 2024, at 5:30 p.m. in the Anaheim Union High School District Board Room with a YouTube livestream broadcast.

Board President Evangelina Rosales called the meeting to order at 5:30 p.m. and asked Trustee Ed Lopez to lead the Pledge of Allegiance.

TRUSTEE ROLL CALL: Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Jacqueline Rodarte, Evangelina Rosales, and Student Trustees Sharon Kim and Katie Wong. Absent: None

RESOURCE PERSONNEL PRESENT: Byron D. Clift Breland, Chancellor; Fred Williams, Vice Chancellor, Finance & Facilities; Irma Ramos, Vice Chancellor, Human Resources; Cherry Li-Bugg, Vice Chancellor, Educational Services & Technology; Cynthia Olivo, President, Fullerton College; Scott Thayer, President, Cypress College; Valentina Purtell, President, North Orange Continuing Education; Kai Stearns, District Director, Public & Governmental Affairs; Karla Frizler, representing the District Management Association; Michelle Patrick Norng, representing the North Orange Continuing Education Academic Senate; Kathleen McAlister, representing the Cypress College Academic Senate; Bridget Kominek, representing the Fullerton College Faculty Senate; Elaine Loayza, representing CSEA; Marlo Smith, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

OTHER ADMINISTRATORS AND EMPLOYEES PRESENT: Paul de Dios, Howard Kummerman, Marc Posner, and Kathleen Reiland from Cypress College; Pepe Barton, Henry Hua, Naveen Kanal, Elizabeth Martinez, and Jose Ramon Nunez from Fullerton College; Neshia Jenkins and Julie Schoepf from North Orange Continuing Education; and Yasmine Andrawis, Danielle Davy, Geoff Hurst, Julie Kossick, Flavio Medina Martin, and Tami Oh from the District Office.

VISITORS: Spencer Covert, Kyle Miller, and Sharon Ormond. Public participation was provided via YouTube livestream.

BLOCK VOTE APPROVAL OF NON-PERSONNEL ITEMS: It was moved by Trustee Barbara Dunsheath and seconded by Trustee Jeffrey P. Brown that the following non-personnel items be approved by block vote:

Finance & Facilities: 3.a, 3.b, 3.c, 3.d, 3.g, 3.h, 3.i, 3.j, 3.k

Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Kim and Wong's advisory votes.

BLOCK VOTE APPROVAL OF PERSONNEL ITEMS: It was moved by Trustee Ed Lopez and seconded by Trustee Stephen T. Blount that the following personnel items be approved by block vote:

Human Resources: 4.a, 4.b, 4.c, 4.d, 4.e

Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes.

CHANCELLOR'S REPORT

Chancellor Byron D. Clift Breland reported on the recent Vision 2030 Noncredit Summit hosted by NOCE, thanked **Trustees Barbara Dunsheath** and **Evangelina Rosales** for attending, and Trustee Rosales for participating on a panel discussion. The Summit was a great opportunity for networking and to learn about best practices in noncredit education, but the stars of the show were the student panel participants who shared their journey in education and noncredit. He praised **Valentina Purtell, Neshia Jenkins, Julie Schoepf**, and the planning team for doing a phenomenal job planning the event.

Chancellor Clift Breland shared that campus security discussions have taken place at District Consultation Council (DCC) meetings in order to continue the information sharing and to gather feedback on the policy revisions and on the additional equipment for campus safety officers. He congratulated the Colleges on successful accreditation site visits, noted the Presidents have received drafts of the reports for review, and commended the campuses for their work. Dr. Clift Breland shared that the District launched a new website—led by **Kai Stearns** and her team—that includes new features aimed at enhancing communication. He concluded his report by thanking the Board for their ongoing leadership, guidance, and support during a busy semester.

MINUTES: It was moved by Trustee Stephen T. Blount and seconded by Trustee Barbara Dunsheath to approve the Minutes of the Regular Meeting of September 24, 2024. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Kim and Wong's advisory votes.**

FINANCE & FACILITIES

Item 3.a: By block vote, authorization was granted to ratify purchase order numbers P0169072 - P0169490 through September 9, 2024, totaling \$1,835,082.82, and check numbers C0055971 – C0056065, totaling \$149,808.07; check numbers F0301108 – F0302426, totaling \$3,606,031.39; check numbers 88551594 – 88552594, totaling \$20,843,911.65; check numbers V0032103 – V0032109, totaling \$18,173.00; check numbers 70128869 – 70128998, totaling \$32,205.78; and disbursements E9181059 – E9188618, totaling \$10,021,915.64, through September 30, 2024.

Item 3.b: By block vote, authorization was granted to make adjustments to General Fund and Financial Aid Fund revenue and expenditure budgets in accordance with the revised fiscal year 2024-2025 allocations and adopt resolutions to adjust budgets and authorize expenditures within the General Fund and Financial Aid Fund pursuant to the California Code of Regulations Title 5 §58308.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or the District Director, Fiscal Affairs, to execute any agreements and related documents and any amendments to modify the agreements on behalf of the District.

Item 3.c: By block vote, authorization was granted for the 2024-2025 General Fund transfers netting to the amount of \$4,892,552 and adoption of the resolution showing the summary, pursuant to the California Code of Regulations, Title 5 §58307.

Item 3.d: By block vote, authorization was granted to declare the attached list of items as surplus and for the Liquidation Company to conduct an auction for the sale of the surplus items. Proceeds collected by the auction company will be split between the District (55%) and the auction company (45%).

Item 3.e: The Board received and reviewed the 2023-24 Citizens' Bond Oversight Community Report. Trustees thanked the Citizens' Oversight Committee for the report and thanked the members for their volunteer service on the Committee to ensure the use of taxpayer dollars by the District.

Item 3.f: The Board received and reviewed the Public Self-Insurer's Annual Report for Fiscal Year 2023-24 and the Estimated Future Liability of \$1,252,914 as reported to the State of California, Department of Industrial Relations, Division of Self-Insurance Plans.

Item 3.g: By block vote, authorization was granted to approve Deductive Change Orders for Bid #2324-13, Humanities and Complex Buildings Roofing Project at Cypress College with C.I. Services, Inc. in the amount of \$64,242.68 reducing the contract from \$1,016,131.00 to \$951,888.32.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or the District Director, Purchasing, to execute the deductive change order on behalf of the District.

Item 3.h: By block vote, authorization was granted to file the Notice of Completion for Bid #2324-13, Humanities and Complex Building Roofing Project at Cypress College with C.I. Services, Inc. and pay the final retention payment when due.

Item 3.i: By block vote, authorization was granted to adopt Resolution No. 24/25-02 to approve the Purchase of a quadruped robot from Boston Dynamics in the amount of \$227,010 plus delivery and tax or any applicable fees for the Fullerton College Technology and Engineering Department.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or the District Director, Purchasing, to execute any agreement and/or related documents on behalf of the District.

Item 3.j: By block vote, authorization was granted to increase the sponsorship level for the Pathways of Hope Look Who's Dancing event that was held on October 5, 2024, at a cost not to exceed \$5,000.

Item 3.k: By block vote, retroactive authorization was granted to increase the contract with the Westin Anaheim Resort for an amount not to exceed \$160,000 to host the Vision 2030 Noncredit Summit. Sponsorships and registration fees will be used to offset event expenses.

Further authorization was granted for the Vice Chancellor of Finance & Facilities or the District Director of Purchasing to execute the necessary agreements on behalf of the District.

HUMAN RESOURCES

Item 4.a: By block vote, authorization was granted for the following academic personnel matters, which are within budget:

NEW PERSONNEL

Contreras, Ngoc-Tam	FC	Director, Educational Partnership and Programs/ Dual Enrollment 12-month Position (100%) Range 20, Column E Management Salary Schedule Eff. 10/09/2024 PN FCM937
Kelley, Elizabeth	FC	Dean, Physical Education 12-month Position (100%) Range 32, Column B Management Salary Schedule Eff. 10/15/2024 PN FCM997

CHANGE IN SALARY CLASSIFICATION

Lianos-Vu, Hose	NOCE	ESL Noncredit Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 01/12/2024
Penesa, Brandon	CC	Air Conditioning, Refrigeration, and Heating Instructor From: Class B, Step 1 To: Class B, Step 4 Eff. 09/03/2024

ADDITIONAL DUTY DAYS @ PER DIEM

Alhadeff, Andrew	CC	Head Coach, Men's Basketball	15 days
Canner, Mark	CC	Head Coach, Men's Water Polo	13 days
Canner, Mark	CC	Asst. Coach, Women's Water Polo	8 days
Mohr, Margaret	CC	Asst. Coach, Women's Basketball	11 days

LEAVES OF ABSENCE

@01417928	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 9/14/2024 – 10/16/2024 (Consecutive Leave)
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@00638228	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 9/1/2024 – 10/4/2024 (Consecutive Leave)
Hui, Arthur	FC	ESL Instructor Rescind Load Bank Leave With Pay Eff. 2024 Fall Semester
Ji, Seung	FC	Physics/Astronomy Instructor Load Banking Leave With Pay (20.00%) Eff. 2024 Fall Semester
Loy, Michelle	FC	Nutrition/Foods Instructor Load Banking Leave With Pay (34.00%) Eff. 2024 Fall Semester
Wada, Kathryn	CC	ESL Instructor Load Banking Leave With Pay (13.33%) Eff. 2024 Fall Semester

SABBATICAL LEAVE

Frizler, Karla	NOCE	Associate Dean I, NOCE ESL/ Citizenship Eff. 2025 Fall and 2026 Spring Semester Not to exceed 40 days
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TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2024 FALL SEMESTER

Dinh, Paul	CC	Column 1, Step 1
Edson, Stephanie	NOCE	Column 2, Step 1
Ford, Michael	CC	Column 2, Step 3
Jouglard, Jerry	CC	Column 3, Step 1
Lopez, Christine	FC	Column 3, Step 1
Maxwell, Olivia	CC	Column 1, Step 1
Strout, Nolan	CC	Column 1, Step 1
Terranova, John	NOCE	Column 2, Step 4
Uday, Priyanka	CC	Column 1, Step 1
Van Norman, Timothy	CC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Lu, Vivian	NOCE	Column 2, Step 1
Sanchez-Landeros, Belinda	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Alimahomed, Kasim	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
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Alvarez, Javier	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Alvarez, Javier	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Ang, Exequiel	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Armstrong, Eric	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Austin, Philip	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 24 hours Eff. 05/29/2024-08/21/2024
Aviles, Greg	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 24 hours Eff. 05/29/2024-08/21/2024
Ball, Greg	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Ball, Greg	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Baltagi, Zeina	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Barragan, Valeria	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Barrera, Vivian	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024

Bonakdar, Mehrdad	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Briseno, Andrea	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Broberg, Duane	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Byrnes, Tim	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 24 hours Eff. 05/29/2024-08/21/2024
Calhoun, Victoria	FC	Physical Education Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Camacho, Julian	CC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Caridad, Adriana	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Chang, Wayne	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Chavez, Samantha	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Christy, Carleton	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Chung, Seung-Jai	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Cicchelli, Giana	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Cicchelli, Giana	FC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$60.00 Eff. 08/23/2024
Cicchelli, Giana	FC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$60.00 Eff. 08/23/2024
Cobb, Tonya	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Coleman, Odin	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Coleman, Odin	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Curtin, Brian	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Curtin, Brian	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Dane, Kristine	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Dane, Kristine	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Daoudi, Youssef	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
De La Torre, David	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

DeVilla, Martha	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
DeVilla, Martha	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Dickens, Aubrey	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Dickens, Aubrey	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Donia, Richard	CC	CTE Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Durango, Damian	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Durango, Damian	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Edwards, Todd	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Edwards, Todd	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Fernandez, Ricardo	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Fernandez, Ricardo	FC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$60.00 Eff. 08/23/2024
Fleck, Jordan	CC	Kinesiology/ Athletics Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Flores, Jose	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Foster, Marcia	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 24 hours Eff. 05/29/2024-08/21/2024
Fu, Andy	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Fu, Andy	CC	CTE Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Funderburk-Norris, Michelle	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Galasso, Mathew	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Garcia, Rosa	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Garcia, Rosa	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Garman, Alyssa	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Garvin, Jerry	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Gauthier, Carol	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Gauthier, Carol	CC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Gibson, Raymond	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Gibson, Raymond	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Goldstein, David	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Goldstein, David	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Gutierrez, Ruth	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Hamill, Naomi	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Hamill, Naomi	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Harless, Heather	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Harless, Heather	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Harn, Chiang	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Harn, Chiang	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Haro, Maria	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024

Hathenbruck, Brian	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Hathenbruck, Brian	CC	CTE Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Hillman, Wesley	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Hillman, Wesley	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Hoang, Thanh	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Hogan, Faith	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Hogan, Faith	CC	Business & CIS Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Hughes, Kevin	FC	Physical Education Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
James, Debbie	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Johnson, Bryan	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Jones, Sarah	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Jordan, Blake	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Jordan, Blake	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Juan, Lydia	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Juan, Lydia	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Kanal, Naveen	FC	Hiring Committee Service (Adjunct Participation) Stipend not to exceed \$960.00 Eff. 05/29/2024-08/21/2024
Kanal, Naveen	FC	Physical Education Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Khan, Amir	CC	Business & CIS Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Kim, Mihyung	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Kuczynski, Sasha	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Kuczynski, Sasha	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lasater, John	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Lasater, John	CC	CTE Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lawrence, Cassandra	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024

Lebdeh, Layal	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Lebdeh, Layal	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lehmeier, Marisa	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 18.5 hours Eff. 05/30/2024-06/07/2024
Lelesi, Peggy	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Len, Igor	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Len, Igor	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Li, John	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Li, John	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lim, Justin	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lin, Susan	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lindquist, Zachary	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lopez, Romana	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024

Lopez, Romana	FC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$60.00 Eff. 08/23/2024
Lucero, Jeannette	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Lucero, Jeannette	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Lyrse, Barry	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Lyrse, Barry	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Macapagal, Christin	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Macapagal, Christin	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Macias, Anthony	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Magginetti, Giovanni	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Magginetti, Giovanni	CC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Mahmood, Hassaan	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Maldonado, Gabrielle	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Margo, Jaqueline	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Mariscal, Shelley	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Mariscal, Shelley	CC	Health Science Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Martinez, Gabriel	FC	Physical Education Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Matsuya, Cassandra	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Matsuya, Cassandra	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Mendoza, Marian	FC	Physical Education Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Miller, Jefferey	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Miller, Jefferey	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Mohammadrezaei, Vahid	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Montero, Vanessa	FC	Counseling Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Montoya, Andrea	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024

Moreno-Terrill, Steven	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Moreno-Terrill, Steven	FC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$60.00 Eff. 08/23/2024
Morris, Kelly	CC	Kinesiology/ Athletics Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Mosley, Amelia	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Munn-Perez, Micaela	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Nesheiwat, Abraham	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Nesheiwat, Abraham	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Nicholas, Nicholas	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Nicholas, Nicholas	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Olmos, Linda	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Omidmalar, Alejandro	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Page, James	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024

Page, James	FC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$60.00 Eff. 08/23/2024
Passman, Alan	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Pelletier, Daniel	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 18.5 hours Eff. 05/30/2024-06/07/2024
Perez, Fabiola	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Perez, Fabiola	FC	LLRISPS Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Peters, Jennifer	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Plaza-Uriostegui, Joanna	FC	Counseling Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Powell, Laura	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Queneau-lafrate, Sarah	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Queneau-lafrate, Sarah	CC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Ragotskie, Josh	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Ragotskie, Josh	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00

		Eff. 08/23/2024
Ramos, Juan	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Ramos, Juan	FC	Counseling Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Randall, Sonya	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Randall, Sonya	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Raval, Gira	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Rawal, Shaina	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Reeves, Mallory	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Resendiz, Dario	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Retz, Daniel	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Richins, Chad	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Rikard, Cory	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Riley, Marc	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00

		Eff. 08/23/2024
Robertson, Alison	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Rosa, Melanie	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 24 hours Eff. 05/29/2024-08/21/2024
Rowe, Amy	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Saldana, Ivon	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Saldana, Ivon	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Sapien, Emily	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Sapien, Emily	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Sayyadi, Leila	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Self, Kelly	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Serrano, Nancy	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Serrano, Nancy	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Sharp, Cara	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Siddiq, Aisha	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Siddiq, Aisha	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Simmons Diez, Blanca	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Simoese, Nora	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Simoese, Nora	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Simoese, Nora	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Slater, Kelsey	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Smith, Dianna	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Soloranso Uribe, Alejandra	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Tagayun, Anissa	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Tan, Joshua	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Tarburton, John	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Tarburton, John	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Tomlinson, John	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Torres, Elizabeth	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Torres, Elizabeth	CC	Business & CIS Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Tran, Stephanie	CC	English/ESL Peer Tutor Program Faculty Training Workshop Stipend not to exceed \$160.00 Eff. 08/20/2024
Trinh, Hung	FC	Math Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Tucker, Scott	CC	Kinesiology/ Athletics Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Ubiern, Kendra	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Vaughan, Susanna	FC	Fine Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Venegas, Kristen	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Venegas, Kristen	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Vigil, Adriana	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Vigil, Adriana	FC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$60.00 Eff. 08/23/2024
Villalovos, Juan	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Villalovos, Juan	CC	Social Sciences Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Virzi, Susan	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Virzi, Susan	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Wan, James	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Wenner, Paul	CC	Visual & Performing Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
White, Zachary	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
White, Zachary	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Yan, Kevin	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Yan, Kevin	CC	SEM Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Yano, James	FC	Natural Sciences Opening Day Department Meeting Stipend not to exceed \$80.00

Eff. 08/23/2024

Yi, Jessica	FC	FC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Yi, Jessica	FC	Tech & Engineering Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024
Zweig, Julie	CC	CC Opening Day Stipend not to exceed \$80.00 Eff. 08/23/2024
Zweig, Julie	CC	Language Arts Opening Day Department Meeting Stipend not to exceed \$80.00 Eff. 08/23/2024

Item 4.b: By the block vote, authorization was granted for the following classified personnel matters, which are within budget:

RETIREMENTS

Barger, Colleen	CC	Clerical Assistant II 12-month position (100%) Last day of employment: 12/30/2024 PN CCC730
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RESIGNATIONS

Apelu, Mathew	FC	Student Services Specialist/Counseling 12-month position (100%) Last day of employment: 11/01/2024 PN FCC922
Cruz, Edward	NOCE	Instructional Assistant/ESL 12-month position (40%) Last day of employment: 09/24/2024 PN SCC924
Flores, Hugo	FC	Admissions and Records Coordinator 12-month position (100%) Last day of employment: 10/04/2024 PN FCC920

NEW PERSONNEL

Boone, Tailier	CC	Special Projects Coordinator, Student Advocate Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule
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Eff. 10/15/2024 – 06/30/2025
PN CCT999

Contreras, Enrique	CC	Special Projects Coordinator, Dual Enrollment Technology & Data Enrollment Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 10/01/2024 – 06/30/2025 PN CCT666
Henderson, Madison	CC	Special Projects Coordinator, Dual Enrollment High School Liaison Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 10/01/2024 – 06/30/2025 PN CCT665

VOLUNTARY CHANGES IN ASSIGNMENT

Abutin, Roxanne	NOCE	Student Services Technician/Matriculation Temporary Decrease in Present Employed From: 100% To: 80% Eff. 10/01/2024 – 10/31/2024 PN SCC927
Farina, Juliana	NOCE	Administrative Assistant I, AEBG Basic Skills (45%) Temporary Increase in Percent Employed From: 45% To: 100% Eff. 10/01/2024 – 10/31/2024 PN SCC898
Camarillo, Yanett	NOCE	Clerical Assistant I, ESL 12-month position (100%) PN SCC826 Temporary Change in Assignment To: Administrative Assistant II, ESL 12-month position (100%) Range 36, Step C Classified Salary Schedule Eff. 10/15/2024 – 06/30/2025 PN SCC975 – TR
Oleo, Christian	NOCE	Clerical Assistant I 12-month position (40%) PN SCC892

Temporary Change in Assignment

To: FC Student Services Specialist/Student Advocate
 12-month position (100%)
 Range 36, Step C
 Classified Salary Schedule
 Eff. 10/15/2024 – 06/30/2025
 PN FCC541 – TR

Somoano, Dominique CC

Administrative Assistant I, CTE
 12-month position (100%)
 PN CCC690

Temporary Change in Assignment

To: NOCE Administrative Assistant II, HS Program
 12-month position (100%)
 Range 36, Step E+ 5 Longevity + PG&D
 Classified Salary Schedule
 Eff. 10/15/2024 – 06/30/2025
 PN SCC929-TR

Wilson, Brandi FC

Administrative Assistant II, EOPS
 12-month position (100%)
 PN FCC925

Temporary Change in Assignment

To: Student Services Coordinator
 12-month position (100%)
 Range 43, Step C + 5% Longevity
 Classified Salary Schedule
 Eff. 10/01/2024 – 06/30/2025
 PN FCC562 – TR

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Farina, Juliana NOCE Administrative Assistant I (100%)
 Extension of 6% Stipend
 Eff. 10/01/2024 – 10/31/2024

Zamorano, Karla FC Administrative Assistant III (100%)
 6% Stipend
 Eff. 10/01/2024 – 12/31/2024

CORRECTION TO BOARD AGENDA OF AUGUST 27, 2024 PLACEMENT ON 39-MONTH REEMPLOYMENT LIST

@00306603 FC Financial Aid Technician
 12-month position (100%)
 Eff. 02/15/2023
 PN FCC674

LEAVES OF ABSENCE

@00631236	NOCE	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 8/28/2024 – 9/22/2024 (Consecutive Leave)
@00600039	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 8/23/2024 – 10/6/2024 (Consecutive Leave)
@01781830	CC	Unpaid Personal Leave Eff. 11/08/2024
@02009538	NOCE	Unpaid Personal Leave Eff. 09/23/2024 – 09/26/2024
@02044058	NOCE	Unpaid Personal Leave Eff. 08/28/2024
@01626792	AC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 9/28/2024 – 10/11/2024 (Consecutive Leave)

Item 4.c: By the block vote, authorization was granted to approve the assignment of professional expert personnel per the professional expert listing.

(See Supplemental Minutes #1348 for a copy of the professional expert personnel listing.)

Item 4.d: By the block vote, authorization was granted to approve the hourly listing.

(See Supplemental Minutes #1348 for a copy of the hourly personnel listing.)

Item 4.e: By the block vote, authorization was granted to approve the volunteer listing.

(See Supplemental Minutes #1348 for a copy of the volunteer personnel listing.)

GENERAL

Item 5.a: The Board reviewed and discussed the proposed 2024-25 Board of Trustees Goals.

During the discussion, trustees noted that the baseline measurements noted in goal 1 had previously been established, that the focus should now be targets instead, and agreed to strike language related to the establishment of baseline measurements.

This item will return to a future meeting for the Board's consideration.

Item 5.b: The Board received as information the revised Administrative Procedures in Chapters 5 and 7.

During the discussion, Trustee Ed Lopez suggested that the language in AP 5030, Fees in sections 1.3, 1.3.2, and 1.3.3 related to nonresident tuition be reviewed to clarify between required and permissive exemptions, and also inquired whether all of the subsection language is necessary if it is stated in AP 5020, Nonresident Tuition. It was also suggested that the listing of fees in section 2.0 be revised to parenthetically list those that do not apply to the District or be removed from the listing.

The revised Administrative Procedures are available on the District's website, where they are readily accessible by students, employees, and the general public.

Item 5.c: Board President Evangelina Rosales asked if there were any requests for potential future agenda items and there were none.

CHANCELLOR'S STAFF COMMENTS

Valentina Purtell reported that NOCE was honored to host the second Vision 2030 Noncredit Summit on behalf of California Community College Chancellor **Sonya Christian** that welcomed attendees from more than 40 colleges and districts from throughout California, 70 speakers, over 30 sponsors, and 15 breakout sessions. She thanked the sponsors, volunteers, speakers, and attendees including **Board President Evangelina Rosales**, **Trustee Barbara Dunsheath**, **Chancellor Byron D. Clift Breland**, and also expressed her gratitude to the event logistics team led by **Neisha Jenkins** and **Julie Schoepf**. President Purtell noted that in addition to being Hispanic Heritage Month, October is also Disability Awareness Month and highlighted the large NOCE Disability Support Services Program.

Cynthia Olivo thanked the Board for approving the Fullerton College personnel decisions that include **Elizabeth Kelley**, Dean of Physical Education, **Ngoc-Tam Contreras**, Director of Educational Partnerships and Programs/Dual Enrollment, and **Christian Oleo**, Student Services Specialist/Student Advocate. She reported that earlier in the day 29 of the student advocates began the training process and that Fullerton College was selected by the Orange County Register as one of the best community colleges in the region. She invited the Board to attend the APIDA Resource Center Grand Opening on October 30 and thanked the College's outreach team and all the partners who worked together to host a parent event for Anaheim K-12 sites.

Scott Thayer congratulated **Mihoko Luther** and the entire planning team for coordinating the second annual DEI International Cultural Festival and reported that the District, in partnership with The Steve Fund, will host its first Mental Health Summit on October 29. He shared that the new campus coffee shop opened, the production of *Natasha, Pierre, and the Great Comet of 1812* opens on October 11, the National Coming Out Day event will take place on October 9, and that the Cypress College Ghana delegation returned from their lifechanging trip. He concluded his report by sharing the passing of **Kaleta Brown**, a former Cypress College Dean, and member of the original faculty group when the College opened in 1966 who was recognized as one of the ten people who made an impact on the College.

RESOURCE TABLE PERSONNEL COMMENTS

Michelle Patrick Norng reported on her attendance at the Vision 2030 Noncredit Summit, thanked the Chancellor, trustees, and other District personnel for their support, and applauded **Valentina Purtell**, **Julie Schoepf**, **Jennifer Perez**, and **Neisha Jenkins** and their

teams for coordinating a stellar summit. She noted that despite its 50-year history, NOCE still has much work to do to serve its diverse students and NOCE faculty looks forward to discussing new and innovative efforts. She also announced that six candidates are running for the NOCE student trustee position.

Kathleen McAlister thanked Chancellor Byron D. Clift Breland and the Board for supporting the work of the academic senates, reported on the recent joint senate meeting which included Collegiality in Action support, and noted the helpful guidance that has already been provided by the consultants.

Bridget Kominek also expressed her appreciation for the shared governance workshop with the academic senates and reported on upcoming Fullerton College Faculty Senate agenda topics including the local AA degree pattern and campus safety.

Elaine Loayza reported that October 2 was National Custodian Day and thanked them for the vital role they play in maintaining the environment for students and staff. She shared that CSEA remains hopeful for progress in negotiations and would like access to the health and benefits that have been extended to other groups within the District.

Marlo Smith reported that excitement is brewing at NOCE regarding the election of a new student trustee and that CFT is working on a One Faculty Task Force to renovate the current two-tier system between part-time and full-time faculty.

MEMBERS OF THE BOARD OF TRUSTEES COMMENTS

Student Trustee Sharon Kim reported on Fullerton College activities including a recent ICC meeting to outline club guidelines and elections, upcoming pop-up Club Rush events for those who weren't able to participate in the past, and the Fullerton College Homecoming Court. She shared that a campus safety survey was distributed to students last week and the results will be reviewed at an upcoming Associated Students Executive Board meeting.

Student Trustee Katie Wong reported that a delegation of Cypress College students will attend the California Community College Student Affairs Association Conference and that breast cancer awareness shirts are being sold through October or while supplies last. She shared that the Campus Safety Director attended the last Associated Students meeting to explain the role of campus safety, and that the Council is divided on whether campus safety officers should be provided with additional equipment and want additional information.

Trustee Barbara Dunsheath distributed a flyer promoting an event sponsored by the California Community Colleges Women's Caucus focused on women in politics, the upcoming Pups and Pints event hosted by the Cypress College Foundation on October 24, and the League of Women Voters events including a candidate forum on October 21. She also praised NOCE for hosting the Vision 2030 Noncredit Summit which included a fantastic student panel.

Trustee Ryan Bent congratulated NOCE on hosting the successful Vision 2030 Noncredit Summit and congratulated Kai Stearns and her team on the successful launch of the new District website.

Board President Evangelina Rosales thanked **Valentina Purtell** and her team for hosting the Vision 2030 Noncredit Summit, noted the names of the students who shared their impactful stories as part of the panel discussion, and praised **State Chancellor Sonya**

Christian for her dedicated vision. She pointed out the amazing events taking place at the Colleges which she looked forward to attending and encouraged others to do the same.

PUBLIC COMMENTS ON NON-AGENDA ITEMS: There were no public comments on non-agenda items.

CLOSED SESSION: At 6:38 p.m., Board President Evangelina Rosales adjourned the meeting to closed session in memory of **Kaleta Brown**, former Cypress College Employee. She stated there would not be read out and that closed session would occur per the following sections of the Government Code:

Per Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR IRMA RAMOS, VICE CHANCELLOR, HUMAN RESOURCES; Employee Organizations: United Faculty/CCA/CTA/NEA, Adjunct Faculty United Local 6106, CSEA Chapter #167, and Unrepresented Employees.

Per Section 54957: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE.

Per Section 54957.5: PUBLIC EMPLOYEE PERFORMANCE EVALUATION: CHANCELLOR.

Per Section 54956.9(d)(2): CONFERENCE WITH LEGAL COUNSEL: ANTICIPATED LITIGATION: One (1) Potential Case.

RECONVENE MEETING: At 9:35 p.m., Board President Evangelina Rosales reconvened the meeting in open session.

ADJOURNMENT: At 9:35 p.m., it was moved by Trustee Ed Lopez and seconded by Trustee Ryan Bent to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes.**

Prepared By Recording Secretary for
Barbara Dunsheath, Secretary, Board of Trustees