



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

MEETING: Only Regular Meeting in July 2025

DATE: Tuesday, July 22, 2025, 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 Block-Vote Items indicated by [] in Sections 3, 4, and 5**
 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.).
 - d. **Chancellor’s Report**
2.
 - a. **Approval of Minutes of the Regular Meeting of June 24, 2025.**
 - b. **FIRST CLOSED SESSION (only if needed)**

3. FINANCE & FACILITIES

- [a] It is recommended that the Board ratify purchase orders and checks. **(The Purchase Orders and Checks are available for review in the District's Business Office.)**
- [b] It is recommended that the Board opt to participate in the Mandate Block Grant for the fiscal year 2025-26.
- [c] Authorization is requested 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.
- [d] Authorization is requested to approve the Districtwide sponsorships to national, state, and local organizations for 2025-26.
- [e] Retroactive approval is requested to exercise the 1-year extension with Ware Disposal, Inc, for Waste Hauling Services, under RFP #1920-10 beginning July 1, 2025, through June 30, 2026.
- f. Authorization is requested to enter into a two-year agreement with Educational Management Resource Group to assist with the development and implementation of the Fresh Success Plan at Cypress College, Fullerton College, and NOCE.
- [g] Authorization is requested to extend the consultant agreement with Marx Okubo for self-evaluation services and continued project support.
- [h] It is recommended that the Board adopt Resolution No. 25/26-03 to approve Change Order #6 with Verne's Plumbing Inc. for Bid 2324-04, for the public works project and increase the price for the Cypress College Fine Arts Renovation Project.
- [i] It is recommended that the Board ratify the current change orders for the public works project listed per the Change Order Request for the Fine Arts Renovation at Cypress College.
- [j] Authorization is requested to increase the agreement with Sundt Construction Company for the Health and Wellness Renovation Project at Cypress College.
- [k] Authorization is requested to enter into a lease agreement with Anaheim Place Partners for the California Adult Education Program (CAEP) Office.
- [l] Authorization is requested to enter into a travel arrangement with AIFS for the NOCCCD Spring Break 2026 Community Program in Paris, France.
- [m] Authorization is requested to enter into a travel arrangement with AIFS for the Cypress College and Fullerton College Fall 2026 Study Abroad Program in Rome, Italy.
- [n] Authorization is requested for Fullerton College to accept donations to its divisions, departments, and/or programs.

4. **INSTRUCTIONAL RESOURCES**

- [a] It is recommended that the Board approve the amendment to the 2024-2029 NOCCCD/Fullerton College and Anaheim Union High School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.
- [b] It is recommended that the Board approve the 2025-2030 NOCCCD/Fullerton School District Dual Enrollment Partnership Agreement.

5. **HUMAN RESOURCES**

- [a] Request approval of the following items concerning academic personnel:
 - Resignation
 - New Personnel
 - Promotion
 - Extension of Temporary Management Contract
 - Change in Salary Classification
 - Stipend for Additional Administrative Duties
 - Additional Duty Days @ Per Diem
 - Leave of Absence
 - Temporary Academic Hourly
- [b] Request approval of the following items concerning classified personnel:
 - Resignations
 - New Personnel
 - Rehires
 - Promotion
 - Voluntary Changes in Assignment
 - Reassignment
 - Stipend for Additional Administrative Duties
 - Leaves of Absence
- [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 Salary and Benefits Agreement between the Confidential Employees Group and the District for the 2025-2026 and 2026-2027 fiscal years, inclusive of all terms and conditions specified in the written Side Letter of Understanding.
- [g] Request approval of the Salary and Benefits Agreement between the District Management Association and the District for the 2025-2026 and 2026-2027 fiscal years, inclusive of all terms and conditions specified in the written Side Letter of Understanding.

- h. Request approval for salary adjustments across the schedule to the Executive Officers Salary Schedule for the 2025-2026 fiscal year and the 2026-2027 fiscal year; salary column advancements; and contract amendments.
- [i] Request approval of the Tentative Agreement between Adjunct Faculty United AFT/AFL/CIO Local 6106 inclusive of all terms and conditions specified in the written Tentative Agreement between Adjunct Faculty United AFT/AFL/CIO Local 6106 and the District.
- [j] Request approval of the Salary and Benefits Agreement between CSEA and its North Orange County Community College District Chapter #167 and the District for the 2024-2025, 2025-2026, and 2026-2027 fiscal years, inclusive of all terms and conditions specified in the tentative agreement.

6. **GENERAL**

- a. It is recommended that the Board adopt the proposed 2025-26 Board Goals.
- b. It is recommended that the Board discuss the previously adopted Board Resolution No. 16/17-18, Support for Students and Privacy of Student Records.
- c. It is recommended that the Board discuss the formation of a Board Policy Subcommittee.
- d. It is recommended that the Board discuss the review of campus-based programs in light of federal guidance and legal counsel recommendations.
- e. It is recommended that the Board adopt Resolution No. 25/26-01 verifying that Trustee Stephen T. Blount was absent on June 24, 2025 due to hardship.
- f. It is recommended that the Board discuss any potential future agenda items.

7. **COMMENTS**

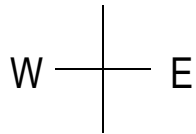
- a. Chancellor's Staff Comments
- b. Resource Table Personnel Comments
- c. Members of the Board of Trustees Comments
- d. Public Comments on Non-agenda and Closed Session Items

8. **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 59338: FINAL DISTRICT DECISION; APPEALS TO LOCAL GOVERNING BOARD.
- d. Per Section 54957.5: PUBLIC EMPLOYEE PERFORMANCE EVALUATION: CHANCELLOR.

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

Jeffrey P. Brown,
President

Barbara Dunsheath,
Vice President

Ed Lopez,
Secretary

Evangelina Rosales,
Board Member

Stephen T. Blount,
Board Member

Mark Lopez,
Board Member

Ryan Bent,
Board Member

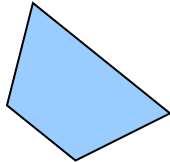
Zachary Colinco,
Student Member CC

Dr. Byron D. Clift Breland,
Chancellor

Samiy Castillo Bolivar,
Student Member FC

Kristine Nacu,
Student Member NOCE

Alba Recinos,
Recording Secretary



Audience Seating

Constituent Group
Representatives

Chancellor's Staff

Entrance



NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u>X</u>
DATE:	July 22, 2025	Resolution	<u> </u>
		Information	<u> </u>
SUBJECT:	Ratification of Purchase Orders and Checks	Enclosure(s)	<u>X</u>

BACKGROUND: Pursuant to the Purchasing Policy for the North Orange County Community College District, a summary of purchase orders and checks shall be submitted to the Board of Trustees for ratification at the first meeting of the Board following the issuance or prior to issuance where required.

The purchase order numbers P0174425 - P0174953, check numbers C0056869 – C0056937; F0305660 – F0306006; Q0007495 – Q0007495; 88561701 – 88563043; V0032160 – V0032162; 70131171 – 70131296; disbursements E9237639 – E9242289; and amended purchase orders have been processed since the previous Board meeting. Checks beginning with "C" are from the Cypress College Bursar's office; checks beginning with "F" are Fullerton College Bursar; checks beginning with "Q" are NOCE Bursar; checks beginning with "88" are District checks through the County Department of Education; checks beginning with "V" are District revolving checks; checks beginning with "7" are Cypress College Bursar's Office Student Refund Checks; and disbursements beginning with "E" are financial aid payments made electronically via the Bank Mobile disbursement process. These purchase orders and checks can be reviewed in the District's Business Office. All purchase orders and checks have been processed in accordance with the Plan of Implementation as approved by the Board pursuant to the concept of fiscal accountability.

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 6330, Purchasing/Warehouse.

FUNDING SOURCE AND FINANCIAL IMPACT: Actual costs will be charged to applicable funds as goods and/or services are received.

RECOMMENDATION: It is recommended that the Board ratify purchase order numbers P0174425 - P0174953 through June 18, 2025, totaling \$3,977,859.90, and check numbers C0056869 – C0056937, totaling \$2,454,870.67; check numbers F0305660 – F0306006, totaling \$561,574.06; check numbers Q0007495 – Q0007495, totaling \$63,191.48; check numbers 88561701 – 88563043, totaling \$23,402,408.53; check numbers V0032160 – V0032162, totaling \$4,865.00; check numbers 70131171 – 70131296, totaling \$37,534.12; and disbursements E9237639 – E9242289, totaling \$6,929,808.09, through June 30, 2025.

Fred Williams

Recommended by


Approved for Submittal

3.a.1

Item No.

BOARD RECAP
FOR THE PERIOD OF MAY 20, 2025 THROUGH JUNE 18, 2025
BOARD MEETING JULY 22, 2025

PO	VENDOR NAME	AMOUNT	FUND	SITE	DESCRIPTION
P0174425	Sodexo Inc and Affiliates	\$ 602.97		FC	Catering for Cinco de Mayo Event
P0174426	Sodexo Inc and Affiliates	\$ 2,416.49		FC	Catering for Awards Night Event
P0174427	Philips Electronics North America Corporation	\$ 26,670.16		CC	Instructional Ultrasound Equipment
P0174428	Graduate Communications	\$ 55,000.00		CC	Marketing Services
P0174429	4imprint Inc	\$ 11,872.46		CC	Promotional Supplies
P0174430	Community College League of California	\$ 19,860.00		AC	Board of Trustees Retreat Facilitator
P0174431	National Funeral Directors Association	\$ 500.00		CC	Institutional Membership B/A: 6/11/2024
P0174432	Clarix International Inc	\$ 2,955.00		FC	Software Maintenance Agreement
P0174433	21 Fun Inc	\$ 2,590.00		FC	Classified Appreciation Event Games Rental
P0174434	Claudia Sanchez	\$ 1,411.98		CC	Food for Open House Event
P0174435	Kathleen McAlister	\$ 351.53		CC	Reimbursement for Senate Award Plaques
P0174436	Howard Roofing Company Inc	\$ 60,857.00	Capital Outlay	FC	Installation of Reinforced Emulsion Roof System
P0174437	G&C Artesia Corporation	\$ 6,857.60		CC	Food for Student Cultural Event
P0174438	Treisa Cassens	\$ 346.87		CC	Reimbursement for Division Planning Meeting Meals
P0174442	Aysee LLC	\$ 1,125.99		CC	Food for Student Cultural Event
P0174443	Monica Erandes	\$ 279.43		FC	Food Reimbursement for Director Interviews
P0174444	California Department of Tax and Fee Administration	\$ 44.58	Bond	AC	Interest Fee for Hazardous Waste Generator
P0174445	Sodexo Inc and Affiliates	\$ 187.14		FC	Catering for Puente Welcome Sessions
P0174446	Sodexo Inc and Affiliates	\$ 2,519.95		FC	Catering for Student Life & Leadership Event
P0174447	Amazon Business	\$ 445.86		CC	Classified Senate Event Party Supplies
P0174448	CA Organization of Associate Degree Nursing Program South	\$ 150.00		CC	Institutional Membership B/A: 6/11/2024
P0174449	Lucas Kim	\$ 3,232.50		CC	Graduation Stoles
P0174450	Adrian Pastor	\$ 100.00		CC	Guest Speaker for Pride Center Event
P0174451	Arturo Vega	\$ 100.00		CC	Guest Speaker for Graduation Event
P0174452	JM & J Contractors	\$ 15,900.00	Bond	AC	Demolition of Swing Space Interim Housing
P0174453	Johnson Controls Fire Protection LP	\$ 20,889.38	Capital Outlay	FC	Elevator Modernization for Bldg 1000
P0174454	Isabel Arriola	\$ 320.00		FC	Reimbursement for UC Application Fee
P0174455	Case & Sons Construction Inc	\$ 8,760.00	Capital Outlay	FC	Pumps Replacement for Auto Shop
P0174456	Sasco Electric	\$ 18,675.00		CC	Data Cable Installation for Bldg 9
P0174457	Valerie Salazar	\$ 667.23		FC	Reimbursement for Team Building Event Fees
P0174458	Transportation Charter Services Inc	\$ 1,122.00		CC	Field Trip Transportation Fees
P0174464	BSN Sports LLC	\$ 1,179.94		FC	Athletic Supplies
P0174465	Sodexo Inc and Affiliates	\$ 244.18		FC	Catering for Spring College Fair Event
P0174466	Sharon Cox	\$ 539.83		CC	Food Reimbursement for Division Planning Meeting
P0174468	Anita Reyes	\$ 100.00		CC	Guest Speaker for the English Department
P0174470	Jazz Z Beauty Product	\$ 10,000.00		FC	Blanket Order for Instructional Supplies
P0174471	Nick Arman	\$ 3,325.65		FC	Reimbursement for Veterans Graduation Meals
P0174472	Sodexo Inc and Affiliates	\$ 43,760.00		FC	Catering for Student Meal Program
P0174473	Cypress College	\$ 160.50		CC	Reimbursement for Student Fees
P0174474	Samantha Solis Munoz	\$ 951.07		FC	Reimbursement for Field Trip Meals
P0174475	Journalism Assoc of Community Colleges	\$ 700.00		CC	Institutional Membership 24-25 B/A: 6/11/2024
P0174476	VMI Inc	\$ 3,055.78		FC	Speaker and Audio Card
P0174477	Sodexo Inc and Affiliates	\$ 376.86		FC	Catering for Advisory Meeting
P0174478	Knight Sound & Lighting Inc	\$ 2,242.77		FC	Media Equipment
P0174479	Sodexo Inc and Affiliates	\$ 602.97		FC	Catering for Student Career Event
P0174481	Sodexo Inc and Affiliates	\$ 45.14		FC	Catering for Library Social Event
P0174482	Sodexo Inc and Affiliates	\$ 171.82		FC	Catering for Library Hiring Committee Interviews
P0174483	Jodi Balma	\$ 269.38		FC	Reimbursement for Program Medals
P0174484	Comdata Inc	\$ 2,000.78		FC	Gift Cards for Students
P0174489	Smoke Guard California Inc	\$ 3,595.00		AC	Replacement of Two Smoke Curtains for 10th Floor Elevators

Item No. 3.a.2

BOARD RECAP
FOR THE PERIOD OF MAY 20, 2025 THROUGH JUNE 18, 2025
BOARD MEETING JULY 22, 2025

PO	VENDOR NAME	AMOUNT	FUND	SITE	DESCRIPTION
P0174490	Marcus Marquardt	\$ 327.75		CC	Food Reimbursement for Psychiatric Technology Advisory Meeting
P0174504	KNN Public Finance LLC	\$ 7,000.00		AC	Continuing Disclosure Annual Report Fees
P0174513	Sodexo Inc and Affiliates	\$ 129.07		FC	Catering for Library Appreciation Event
P0174516	McGraw-Hill Global Education LLC	\$ 350.00		FC	Instructional Software
P0174518	VWR Funding Inc	\$ 11,434.96		CC	Instructional Dissection Equipment
P0174519	Community College Search Services	\$ 33,750.00		AC	Consultant for Vice Chancellor Search Services
P0174520	Amazon Business	\$ 167.91		CC	Instructional Supplies
P0174521	ABC School Equipment Inc	\$ 5,158.65		NOCE	Markerboard Equipment and Installation
P0174522	Sodexo Inc and Affiliates	\$ 244.41		FC	Catering for Humanities Event
P0174523	Robert Gass Jr	\$ 500.00		FC	Guest Speaker for Humanities Department
P0174524	Sodexo Inc and Affiliates	\$ 177.10		FC	Catering for Study Abroad Program Event
P0174525	Lorensbergs Ltd	\$ 3,311.00		FC	Software License
P0174526	Mountain Measurement Inc	\$ 526.50		CC	Nursing Program Reports
P0174527	GST	\$ 5,515.00	Bond	AC	Computer Relocation Services
P0174528	Jacquelyn Deleon	\$ 100.00		CC	Guest Performer for Pride Center Drag Show
P0174530	R&D Facilitation	\$ 11,950.00		FC	Counselor Retreat Services
P0174532	RDO Equipment Co	\$ 50,710.00		FC	Instructional Drones Equipment
P0174533	CDW Government Inc	\$ 3,761.57		FC	Computer Supplies
P0174534	Celebrations!	\$ 598.00		CC	Table Drapes
P0174535	Bambadjan Bamba	\$ 7,000.00		FC	Guest Speaker for Commencement Event
P0174536	Sodexo Inc and Affiliates	\$ 1,480.59		FC	Catering for Veterans Resource Center
P0174537	Sodexo Inc and Affiliates	\$ 14,007.50		FC	Catering for Event Night 2025
P0174538	Alexander Brown	\$ 377.52		FC	Reimbursement for Promotional Items
P0174541	CDW Government Inc	\$ 247.20		FC	Mobile Device
P0174542	Controlled Key Systems	\$ 5,335.39	Capital Outlay	NOCE	Security Office Door Installation
P0174543	VWR Funding Inc	\$ 11,148.16		CC	Instructional Equipment
P0174544	Desiree Zuniga	\$ 6,000.00		FC	Guest Speaker for Leadership Retreat
P0174545	Mihoko Luther	\$ 1,224.37		CC	Reimbursement for Cultural Event Supplies
P0174546	Long Beach Unified School District	\$ 2,000.00		CC	Transportation Fees for Charger Experience
P0174547	Maas Companies Inc	\$ 71,440.00	Bond	FC	Project Planning for Horticulture/STEM Lab
P0174548	D. Stafford & Associates, LLC	\$ 895.00		CC	Campus Safety Course Fee
P0174550	Fullerton College	\$ 630.00		FC	Honors Student Fees
P0174551	Jenelle Herman	\$ 623.16		CC	Reimbursement for Field Trip Tickets
P0174552	Jenelle Herman	\$ 3,093.07		CC	Reimbursement for Field Trip Meals
P0174553	Emergency Lighting Equipment Services Co. Inc	\$ 51,756.44	Capital Outlay	CC	Inverter and Installation
P0174555	Pink Creations Inc	\$ 124.99		FC	Custom Plaque
P0174556	Office Solutions	\$ 500.00		CC	Blanket Order for Office Supplies
P0174558	Rydin	\$ 8,173.97		CC	Parking Permits
P0174559	Kendyl Covey	\$ 502.73		CC	Reimbursement for Event Food and Supplies
P0174560	Sigler Wholesale Distributors	\$ 5,559.91		CC	Instructional Supplies
P0174567	Promotional Concepts Enterprises	\$ 2,700.13		CC	Promotional Supplies
P0174572	Spectrum Reach LLC	\$ 825.96		FC	Internet Service
P0174574	Snap-on-Industrial	\$ 5,396.34		CC	Automotive Tools
P0174577	Sodexo Inc and Affiliates	\$ 232.42		FC	Catering for Counseling Department Social Event
P0174578	Sodexo Inc and Affiliates	\$ 792.70		FC	Catering for Extended Opportunity Program & Services Training Event
P0174579	Cypress College	\$ 513.78		CC	Food for Deans Meetings
P0174583	Sodexo Inc and Affiliates	\$ 444.91		FC	Catering for Fullerton College Humanities Event
P0174584	Spectrum Reach LLC	\$ 799.00		FC	Internet Fee
P0174585	Palomar Community College District	\$ 621.00		FC	Software Subscription
P0174586	Transportation Charter Services Inc	\$ 1,823.25		FC	Transportation for Transfer Center Field Trip

Item No. 3.a.3

BOARD RECAP
FOR THE PERIOD OF MAY 20, 2025 THROUGH JUNE 18, 2025
BOARD MEETING JULY 22, 2025

PO	VENDOR NAME	AMOUNT	FUND	SITE	DESCRIPTION
P0174587	Porchlight Book Company	\$ 2,774.98		FC	Textbooks
P0174590	Sodexo Inc and Affiliates	\$ 12,073.35		FC	Catering for Student Outreach Events
P0174591	Bremer's Plumbing & Boiler Services Inc	\$ 2,100.00	Capital Outlay	NOCE	Paint Neutralizer and New Drain Piping
P0174592	JM & J Contractors	\$ 6,825.00	Capital Outlay	AC	Epoxy Flooring for Print Shop
P0174593	Safe Hearing America Inc	\$ 4,771.50		AC	Mandatory Hearing Testings
P0174594	Lela Beck	\$ 353.26		CC	Reimbursement for Rise Center Event Supplies
P0174596	T-Mobile USA Inc	\$ 437.76		AC	Cell Phone and Service Fee
P0174597	US Bank	\$ 1,625.00		AC	Deposit for Faculty Workgroup Meeting
P0174598	Marriott Hotel	\$ 1,562.00		AC	Chancellor and Faculty Workgroup Meeting Facility Use Fee
P0174599	Follett Higher Education Group LLC	\$ 205.59		NOCE	Promotional Supplies
P0174600	Trane U S Inc	\$ 74,897.44	Capital Outlay	AC	HVAC Replacement for Buildings A/B/Central Plant
P0174601	Ninyo & Moore Geotechnical	\$ 158,460.00	Bond	FC	Geotechnical Services for Music Drama Complex Project B/A: 4/8/25
P0174603	Not the Only Inc.	\$ 8,000.00		FC	Management Team and Leadership Workshop Service
P0174605	Cal Pro Specialties	\$ 2,218.90		AC	Promotional Items
P0174606	Celeste Phelps	\$ 1,128.00		CC	Reimbursement for Meeting Food Purchases
P0174607	Launch Student Success	\$ 3,500.00		CC	Student Success Workshop Service
P0174608	Sidepath Inc	\$ 27,700.00		CC	Software Subscription License
P0174609	GST	\$ 9,721.13		CC	Network Equipment
P0174610	CDW Government Inc	\$ 405.28		AC	Software Subscription
P0174611	Montgomery Hardware	\$ 1,000.00		CC	Elevator Repairs
P0174613	KYA Services LLC	\$ 11,373.18	Capital Outlay	FC	Field Cleaning, Testing and Certification
P0174622	Western Graphics Plus	\$ 828.83		CC	Graphic Backdrop
P0174623	NMK Corporation	\$ 4,646.10		AC	Computer Supplies
P0174625	Puretec Industrial Water	\$ 546.82		FC	Equipment Repair
P0174626	Amazon Business	\$ 839.37		AC	Business Prime Annual Membership Fee
P0174629	McWil Sports Surfaces Inc	\$ 37,400.00	Capital Outlay	CC	Sand & Coat Gym Flooring
P0174633	Oak Hall Ind	\$ 219.81		NOCE	Graduation Supplies
P0174635	Marcus Wilson	\$ 585.50		AC	Sabbatical Reimbursement
P0174636	Timothy Cobler	\$ 553.50		AC	Sabbatical Reimbursement
P0174637	Silvie Grote	\$ 568.50		AC	Sabbatical Reimbursement
P0174640	Vector Resources Inc	\$ 253,800.00		AC	District-Wide Network Repairs and Services On Call B/A: 4/27/21
P0174645	Integrity Electric	\$ 33,508.00	Capital Outlay	FC	Electrical Upgrades for 1000 Bldg Elevator
P0174647	Dudek	\$ 21,250.00	Bond	FC	Paleontological Monitoring Services Music Drama Complex Project
P0174648	JM & J Contractors	\$ 16,200.00	Capital Outlay	NOCE	1st Floor Renovations in Room 151, 158, & Lobby
P0174649	Michael Mangan	\$ 39.78		FC	Field Trip Food Reimbursement
P0174650	Sodexo Inc and Affiliates	\$ 699.87		FC	Catering for Cyber Security Expo Event
P0174652	Pamela Lewin	\$ 32,137.50		FC	Athletics Event Travel Fees Reimbursement
P0174653	Intellitext LLC	\$ 950.00		FC	Captioning Services
P0174655	Chad Baum	\$ 8,461.62		FC	Reimbursement for Baseball Playoffs Fees
P0174656	Elisa Latourelle	\$ 350.68		FC	Reimbursement for Field Trip Fees
P0174657	South Coast Air Quality Management District	\$ 167.47		AC	Air Quality Control Fees
P0174658	Yolanda Duron	\$ 2,939.90		FC	Reimbursement for Field Trip Fees
P0174659	Otis Elevator Co	\$ 6,161.78		AC	Emergency Elevator Repair
P0174660	Transportation Charter Services Inc	\$ 7,176.69		FC	Baseball Playoffs Transportation Fees
P0174661	Jefferson Tiangco	\$ 379.44		FC	Food Reimbursement for Humanities Celebration Event
P0174662	Sodexo Inc and Affiliates	\$ 58,175.00		FC	Catering for Student Meal Plans
P0174663	Sodexo Inc and Affiliates	\$ 316.46		FC	Catering for Hiring Committee Meeting
P0174664	Amazon Business	\$ 333.93		CC	Safety and Computer Supplies
P0174665	Wurth USA Inc	\$ 404.02		CC	Maintenance Parts & Supplies
P0174666	Sodexo Inc and Affiliates	\$ 338.93		FC	Catering for Scholarship Event

BOARD RECAP
FOR THE PERIOD OF MAY 20, 2025 THROUGH JUNE 18, 2025
BOARD MEETING JULY 22, 2025

PO	VENDOR NAME	AMOUNT	FUND	SITE	DESCRIPTION
P0174668	Melrose Catering Inc.	\$ 5,207.14		AC	Catering for Women in Power Spaces Event
P0174669	Doing Good Works	\$ 1,100.77		AC	Promotional Shirts
P0174680	Sodexo Inc and Affiliates	\$ 158.04		FC	Catering for Management Team Meeting
P0174681	Nahrin Hinaro	\$ 543.06		FC	Reimbursement for Keyboard Purchase
P0174683	Transportation Charter Services Inc	\$ 8,243.60		FC	Student Field Trip Transportation Fees
P0174684	Morrow Meadows Corp	\$ 36,075.00		NOCE	Campus Code Blue Equipment Upgrade
P0174694	Sodexo Inc and Affiliates	\$ 972.71		FC	Catering for Staff Development Events
P0174695	Sodexo Inc and Affiliates	\$ 1,014.28		FC	Catering for Math Success Celebration Event
P0174696	Economic Modeling LLC	\$ 5,000.00		FC	Software Subscription
P0174704	Michael Lopez	\$ 600.00		FC	Guest Performer for Classified Appreciation Event
P0174708	Journalism Assoc of Community Colleges	\$ 700.00		FC	Institutional Membership 25-26 B/A: 6/11/2024
P0174710	Top Hat Balloon Werks LLC	\$ 689.61		FC	Balloons for Puente Event
P0174711	Adorama	\$ 28,039.03		FC	Drone Equipment
P0174713	Fullerton Joint Union HSD	\$ 295.44		FC	Student Transportation Fees
P0174714	Placentia Yorba Linda USD	\$ 718.00		FC	Student Transportation Fees
P0174726	American Culinary Federation, Inc.	\$ 1,710.00		CC	Institutional Membership B/A: 11/28/2023
P0174728	Luciano Orozco	\$ 1,962.88		CC	Reimbursement for Mazda Graduation Supplies
P0174730	Giannelli Electric Inc	\$ 18,410.00		CC	Street Light Pole Replacement
P0174738	Access Ingenuity	\$ 1,479.24		CC	Computer Supplies
P0174739	iT1 Source LLC	\$ 171.33		AC	Computer Supplies
P0174742	Sodexo Inc and Affiliates	\$ 430.78		FC	Catering for CSU Fullerton Pathway Workshop
P0174755	Vector Resources Inc	\$ 128,547.96	Bond	FC	Building 300 Technology Equipment and Installation B/A: 4/27/21
P0174756	PCL Construction Services Inc	\$ 64,080.35	Bond	AC	New Roof Ladders and Planters Installation
P0174757	CI Solutions	\$ 4,600.85		CC	Student ID Cards
P0174760	First Trade LLC	\$ 97,900.00	Bond	AC	Bid #2425-12, Yard Restoration Project
P0174763	Stefan Jungmichel	\$ 1,000.00		CC	Honorarium for AI Powered Teaching
P0174777	KPFF Consulting Engineers	\$ 48,297.00	Capital Outlay	CC	Civil Engineering Services for Parking Lot 8
P0174782	Spectrum Reach LLC	\$ 825.96		FC	Internet Service
P0174784	Spectrum Reach LLC	\$ 184.98		FC	Internet Service
P0174786	Sasco Electric	\$ 4,095.00	Capital Outlay	CC	Fiber Cabling Installation for Fire Alarm
P0174788	Honors Transfer Council of California	\$ 550.00		CC	Student Conference Fees
P0174789	BMI Imaging Systems Inc	\$ 14,467.98		CC	Document Scanning Fees
P0174797	Geotechnical Solutions Inc	\$ 17,000.00	Bond	FC	Softball & Soccer Fields Improvement
P0174799	T&G Printing and Fulfillment	\$ 1,071.03		CC	Promotional Supplies
P0174800	Follett Higher Education Group LLC	\$ 386,121.79		CC	eBook Subsidy for Students
P0174802	Sodexo Inc and Affiliates	\$ 38,390.00		FC	Catering for Student Meal Program
P0174803	Lorena Marquez	\$ 74.51		FC	Reimbursement for Field Trip Fees
P0174804	Brendon Kirby	\$ 471.50		AC	50% Sabbatical Reimbursement
P0174805	Amber Gonzalez	\$ 492.50		AC	50% Sabbatical Reimbursement
P0174806	Sodexo Inc and Affiliates	\$ 1,304.18		FC	Catering for End of Year Event
P0174828	Toshiba Business Solutions	\$ 113.14		FC	Copier Staples
P0174829	Paul Russell	\$ 2,500.00		AC	Property Appraisal in Fullerton
P0174831	Kai Stearns	\$ 1,170.00		AC	Reimbursement for Communications Retreat
P0174832	T S Enterprise Associates Inc	\$ 27,282.38		FC	3D Printers
P0174838	Sodexo Inc and Affiliates	\$ 549.20		FC	Catering for End of Semester Event
P0174843	Liaison International LLC	\$ 40.62		FC	Student Post Cards
P0174848	Paradise Chevrolet Cadillac	\$ 50,700.55		CC	Vehicle for Culinary Arts Department
P0174863	Randall Lung	\$ 440.00		CC	Explosive Detection Canine Sweep Service
P0174874	B & H Photo Video Inc	\$ 1,509.37		FC	Instructional Supplies
P0174875	AO Reed & Co	\$ 940.74		CC	Mechanical Supplies

Item No. 3.a.5

BOARD RECAP
FOR THE PERIOD OF MAY 20, 2025 THROUGH JUNE 18, 2025
BOARD MEETING JULY 22, 2025

PO	VENDOR NAME	AMOUNT	FUND	SITE	DESCRIPTION
P0174881	Computerland of Silicon Valley	\$ 50,729.63		AC	Software Renewal
P0174882	Kathryn Wada	\$ 436.82		CC	Reimbursement for Ascend Communities Event Food Purchase
P0174883	Advexure LLC	\$ 12,606.76		FC	Drone Equipment
P0174884	Southern California News Group	\$ 962.18	Capital Outlay	CC	Notice for Bid #2425-10, Bldgs 10 & 12 Roof Project
P0174888	Sodexo Inc and Affiliates	\$ 301.27		FC	Catering for Humanities Department Event
P0174890	Sodexo Inc and Affiliates	\$ 990.87		FC	Catering for Puente Student Finals
P0174891	Sodexo Inc and Affiliates	\$ 322.93		FC	Catering for Puente Student Finals
P0174896	Sodexo Inc and Affiliates	\$ 4,605.58		FC	Catering for Transfer Celebration Event
P0174902	Kendyl Covey	\$ 229.70		CC	Reimbursement for Graduation Flowers Purchase
P0174906	Kathryn Sonne	\$ 1,240.12		CC	Reimbursement for Honors Banquet Food Purchase
P0174912	Celebrations!	\$ 63.00		CC	Event Rentals
P0174913	GST	\$ 250.00		NOCE	Instructional Equipment Repair
P0174914	Sodexo Inc and Affiliates	\$ 737.75		FC	Catering for Rising Scholars Event
P0174918	Celebrations!	\$ 2,310.78		CC	Event Supply Rentals
P0174924	Arthur J Gallagher Risk	\$ 204,286.80	Bond	FC	Owner Controlled Insurance Program Music Drama Complex B/A: 4/8/25
P0174925	Arthur J Gallagher Risk	\$ 1,073,072.00	Bond	FC	Owner Controlled Insurance Program Music Drama Complex B/A: 4/8/25
P0174926	Oak Hall Ind	\$ 1,941.68		NOCE	Graduation Supplies
P0174927	JM & J Contractors	\$ 11,140.00	Capital Outlay	NOCE	New Flooring for Room 154
P0174942	All American Building Services Inc	\$ 76,688.00	Capital Outlay	AC	Accessibility Upgrades Project
P0174944	Skystart Foundation	\$ 1,875.00		FC	Marketing Toolkit
P0174945	Johnson Controls Fire Protection LP	\$ 8,336.18	Capital Outlay	AC	Condenser Brushing Maintenance
P0174946	American System Integrators	\$ 1,045.75		NOCE	Campus Safety Camera Repair
P0174948	Fullerton Joint Union HSD	\$ 826.00		FC	Transportation Fees
P0174949	Anaheim Union High School District	\$ 2,592.50		FC	Transportation Fees
P0174953	American System Integrators	\$ 8,800.03	Capital Outlay	NOCE	Audio Visual Equipment and Installation

\$ 3,977,859.90

Approved by: _____
Fred Williams, Vice Chancellor

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Opting to Participate in the 2025-26
Mandate Block Grant

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

BACKGROUND: Assembly Bill 1464 in the 2012-13 Budget created a Mandate Block Grant (MBG) that gave community colleges the option of choosing between two methods of mandate cost reimbursement: the traditional reimbursement claim process or the MBG, which would reimburse Districts on an estimated \$36.46 per funded full-time equivalent student (FTES) basis for fiscal year 2025-26.

In order to take advantage of “guaranteed” funding, the North Orange County Community College District (NOCCCD) chose to participate in the MBG since the inception of the program. The estimated revenue for fiscal year 2025-26 is \$1,148,592. The option to participate will be made on a year-by-year basis.

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 #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 agenda item is submitted in accordance with Board Policy 6300, Fiscal Management.

FUNDING SOURCE AND FINANCIAL IMPACT: The NOCCCD would receive approximately \$1,148,592.

RECOMMENDATION: It is recommended that the Board opt to participate in the Mandate Block Grant for the fiscal year 2025-26. Authorization is further requested for the Vice Chancellor, Finance & Facilities, or Executive Director, Fiscal Affairs, to execute the participation request to the Chancellor’s Office on behalf of the District.

Fred Williams

Recommended by


Approved for Submittal

3.b

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Surplus and Obsolete Supplies and Equipment

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

BACKGROUND: Education Code Section 81450 permits the Board of Trustees to declare District property as surplus if the property is not required for school purposes, is deemed to be unsatisfactory or not suitable for school use, or if it is being disposed of for the purposes of replacement. The attached list of surplus items has exceeded their useful life and are no longer suitable for the District. Other campuses were made aware of the surplus items and were given the opportunity to view and request various surplus equipment prior to Board approval. In the past, local high schools were made aware of the surplus items but these attempts received no response. In this instance, local high schools were not notified because the District deemed that these items would not be of use to them.

The Liquidation Company will conduct an auction for the sale of the attached list of surplus items. Proceeds collected by the auction company will be split between the District (55%) and the auction company (45%).

This agenda item was submitted by Mireille Hernandez, Interim District Director, Purchasing.

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 6550, Disposal of District Personal Property.

FUNDING SOURCE AND FINANCIAL IMPACT: Proceeds from the sale of surplus items will be deposited into the General Fund.

RECOMMENDATION: Authorization is requested 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%).

Fred Williams

Recommended by


Approved for Submittal

3.c.1

Item No.

SURPLUS ITEMS

Qty.	Description	Location
1	Printer	AC
1	Platemaker	AC
1	Pallet Jack	AC
1	Forklift	AC
1	Viewing/Light Table	AC
3	Rag Cans	AC
1	Shop Vac	AC
19	Chairs	NOCE
1	Mini Fridge	NOCE
1	Podium	NOCE
3	File Cabinets	NOCE
11	Clothing Racks	NOCE
5	Desks	NOCE
3	Mannequins	NOCE
23	Tables	NOCE
3	Microscopes	NOCE
3	Safety Catches	NOCE
1	Plug Cover	NOCE
10	Used Paint Brushes	NOCE
1	Adhesive Foam Sheet	NOCE
7	Paint Aprons	NOCE
1	Loose Crayons	NOCE
6	Counting Foam Blocks	NOCE
1	Files Organizer	NOCE
15	Boxes of Kids Masks	NOCE
2	Foam Edge Bumpers	NOCE
118	Books	NOCE
55	Assorted Puzzles	NOCE
1	Board Games	NOCE
1	Swimming Pool Noodles	NOCE
1	Swimming Kickboard	NOCE
2	Cabinet	NOCE
1	White board	NOCE
16	Kids Chairs	NOCE
1	Dough Roller	CC
1	Vacuum Sealer	CC
1	Juicer	CC

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Districtwide Annual Sponsorships

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

BACKGROUND: Historically, the North Orange County Community College District has shown its support for national, state, and local organizations that represent and share similar goals and interests of our institutions by sponsoring conferences and events. By supporting these educational organizations, the District not only demonstrates its dedication to educational excellence but also ensures a more inclusive, innovative, and collaborative learning environment for all. A list of sponsorships that the District plans to support will be brought to the Board on an annual basis for approval. New sponsorships exceeding \$1,000 will be brought to the Board for separate approval. Costs are estimates at this time and material increases will continue to be processed.

Previously, sponsorships were funded from the Board-approved hospitality funds, however, adjustments will be made through the Proposed Budget to run hospitality expenses through the general fund after Board approval.

How does this relate to the five District Strategic Directions? This item relates to District Strategic Direction #1: NOCCCD will provide comprehensive support, equitable opportunities, co-curricular programming, and clear pathways to ensure that students achieve their educational and career goals; and District Strategic Direction #4: 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 submitted in accordance with Board Policy 6100, Administrative Procedures 6100, Delegation of Authority, Business and Fiscal Affairs.

FUNDING SOURCE AND FINANCIAL IMPACT: Sponsorships will be charged to the General Fund.

RECOMMENDATION: Authorization is requested to approve the Districtwide sponsorships to national, state, and local organizations for 2025-26.

Fred Williams

Recommended by


Approved for Submittal

3.d.1

Item No.

Districtwide Sponsorships 2025-26

<u>Organization</u>	<u>Notes</u>	<u>District</u>	<u>Cypress</u>	<u>Fullerton</u>	<u>NOCE</u>	<u>TOTAL</u>
A2MEND	Title Sponsorship, Includes six (6)	\$ 25,000				\$ 25,000
Americana	Two Tables	8,000				8,000
Anaheim State of the City	Luncheon - Silver Level sponsorship	1,500				1,500
APAHE	Oakland, Diamond Level Sponsorship	10,000				10,000
Boys & Girls Club	Full House Level	2,500				2,500
Chicanxs Unidxs Annual Fundraiser	Santa Ana, Includes 10 tickets	825				825
City of Cypress Mayor's Prayer Breakfast	Table for 8		400			400
City of Fullerton	Mayor's Prayer Breakfast - Premier			1,000		1,000
City of Garden Grove	State of the City Luncheon - Partnership Sponsor - Table for 8		2,800			2,800
COLEGAS	Diamante Sponsorship, includes registration	5,000	5,000	5,000	5,000	20,000
Cypress Police Department Luncheon	Table for 5 with one Police Officer		600			600
Estrella Awards	Table Sponsorship	3,000				3,000
Father Fest	Bronze - 4 seats			500		500
Girls Inc. of Orange County	College Bound Luncheon - 2 tickets			1,500		1,500
GREEN Foundation 24th Anniversary Gala	1 Ticket	109				109
Hispanic 100 Foundation	13th Annual Lifetime Achievement Award Gala - 2 event tickets			500		500
Library Orientation Exchange	Spring Conference - Gold Level			1,000		1,000
Los Alamitos Heroes Luncheon	Half page ad and six people (\$1000 cost Split with Foundation)		500			500
Nandi	Annual Conference Sponsorship - One (1) registration			1,000		1,000
National Community College Hispanic Council	Leadership Fellows Program, Year 2 of 3			6,000		6,000
National Community College Hispanic Council	Leadership Symposium - Gold level sponsorship	2,500				2,500
North Orange County Chamber	State of North Orange County Luncheon, Two (2) tables			2,500		2,500
Groundswell (Formerly OC Human Relations Council)	Summit - includes registration for 2-8	5,000				5,000
Orange County Asian Pacific Islander Community Alliance	Tastemakers of Orange County	3,000				3,000
Real College 2	Basic Needs Summit, Platinum Level	2,000				2,000
State of the City of Fullerton	Gold Sponsor, plus 3 seats			3,000		3,000
Women in Power Spaces (WiPS)	10 event tickets, logo on program, website and signage	800				800
TOTAL		\$ 69,234	\$ 9,300	\$ 22,000	\$ 5,000	\$ 105,534

☐ New Sponsorship

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u>X</u>
		Resolution	<u> </u>
DATE:	July 22, 2025	Information	<u> </u>
		Enclosure(s)	<u> </u>
SUBJECT:	Contract Extension for Waste Hauling Services, Ware Disposal, Inc		

BACKGROUND: On May 26, 2020, the Board authorized the award of a 5-year contract with Ware Disposal, Inc, for waste hauling services. The current agreement expired on June 30, 2025.

The District issued a Request for Proposal (RFP) for Waste Hauling Services on May 9, 2025. Despite outreach efforts and notification to potential vendors, the RFP process closed with no bids submitted.

Due to the lack of responses and the critical need to maintain uninterrupted waste hauling services across District sites, a request to extend the existing agreement with Ware Disposal Inc. for an additional one (1) year from July 1, 2025, through June 30, 2026. The renewal service rate shall be adjusted not to exceed five percent (5%) as per the terms of the current agreement under RFP #1920-10. Presently, the cost of waste hauling services with Ware Disposal, Inc. for the three campuses is approximately \$16,000 per month.

This renewal will allow the District sufficient time to reassess service needs, refine procurement strategies, and conduct further outreach for future competitive solicitation. Additionally, this extension period will provide time for the District to pursue Board approval of a resolution in accordance with Public Resources Code section 40059, allowing for the negotiation and procurement of solid waste handling services by contract without competitive bidding.

This agenda item was submitted by Mireille Hernandez, Interim District Director, Purchasing.

How does this relate to the five District Strategic Directions? This item relates 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 agenda item is submitted in accordance with Board Policy 6340, Bids and Contracts.

FUNDING SOURCE AND FINANCIAL IMPACT: This service is funded through the General Fund.

RECOMMENDATION: Retroactive approval is requested to exercise the 1-year extension with Ware Disposal, Inc, for Waste Hauling Services, under RFP #1920-10 beginning July 1, 2025, through June 30, 2026. Authorization is further requested for the Vice Chancellor, Finance & Facilities or District Director, Purchasing, to execute the contract on behalf of the District.

Fred Williams

Recommended by

B. V. Dift Brehl

Approved for Submittal

3.e.2

Item No.

**RESOLUTION OF THE GOVERNING BOARD OF TRUSTEES OF THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
RESOLUTION AUTHORIZING THE PROCUREMENT OF DISTRICT-WIDE
WASTE HANDLING AND RELATED SERVICES WITHOUT COMPETITIVE
BIDDING**



RESOLUTION NO. 25/26-02

WHEREAS, the North Orange County Community College District (“District”) has a need to procure solid waste handling, trash and related services with a qualified vendor; and

WHEREAS, the District’s Governing Board of Trustees (“Board”) has determined that notwithstanding any other provision of law, aspects of solid waste handling including, but not limited to, frequency of collection, means of collection and transportation, level of services, charges and fees, and nature location, and extent of providing solid waste handling services are of a local concern; and

WHEREAS, the District’s Board has determined that it is in the best interest of the District to procure solid waste handling services by contract without competitive bidding; and

WHEREAS, Public Resources Code section 40059 states that the District may, upon determining that aspects of solid waste handling are of a local concern, may authorize the procurement of solid waste handling services by means of a contract without competitive bidding; and

WHEREAS, the District intends on procuring solid waste handling services in accordance with Public Resources Code section 40059 by requesting and evaluating Requests for Proposals from various qualified vendors, and selecting a vendor that meets the District’s needs and requirements that it determines are in the best interests of the District.

NOW, THEREFORE, the District hereby finds, determines, declares and resolves as follows:

Section 1. All of the recitals set forth above are true and correct, and the District Board so finds and determines.

Section 2. The District intends on procuring solid waste handling services as allowed and in accordance with Public Resources Code section 40059.

Section 3. That the District approves the award of the additional work stated in the Change Orders without competitively bidding such work and approves the

3.e.3

District's payment to the Prime Contractor in accordance with the terms and conditions set forth in the Change Order and the original contract.

The District will request and evaluate Requests for Proposals from various qualified vendors and award a contract to a vendor that meets the District's needs and requirements that it determines are in the best interests of the District.

Section 4. This resolution shall be effective as of date of its adoption.

APPROVED, PASSED AND ADOPTED by the Governing Board of the North Orange County Community College District this 22nd day of July 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINED:

I, Jeffrey P. Brown, President of the Governing Board of the North Orange County Community College District, do hereby certify that the foregoing is full, true, and correct copy of the Resolution passed and adopted by said Board at a regularly scheduled and conducted meeting held on said date, which Resolution is on file in office of said Board.

President of the Board of Trustees
North Orange County Community College District

I, Alba Recinos, Clerk of the Governing Board of the North Orange County Community College District, do hereby certify that the foregoing Resolution was regularly introduced and adopted by the Governing Board at a regular meeting thereof held on the 22nd day of July 2025, by the above-described vote of the Governing Board;

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the North Orange County Community College District Governing Board this 22nd day of July 2025.

Clerk of Governing Board
North Orange County Community College District

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Agreement with Educational Management
Resource Group (EMRG)

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

BACKGROUND: Recently, the District became aware of a funding opportunity to enhance employment training programs through the Foundation for California Community Colleges (FCCC). The Fresh Success program allows campuses to receive partial federal reimbursement for employment and training activities provided to CalFresh recipients that the campuses have been providing. The reimbursement funds can be utilized to expand and enhance existing services, improve food insecurity, and support our students on their paths to self-sufficiency.

This program was brought to the District through Educational Management Resources Group (EMRG) which has been helping colleges develop and implement effective Fresh Success programs at several other community colleges. EMRG will assist the campuses to enroll in the program and will develop the Fresh Success plan at Cypress College, Fullerton College, and North Orange Continuing Education.

Staff is recommending that we enter into a two-year agreement with EMRG for them to provide the following services at the campuses:

- Assist with the application materials to enroll in the program.
- Develop the Fresh Success program at each campus.
- Assist with the identification of funding to launch the program components.
- Assist with reporting and invoicing requirements.
- Assist in training of campus staff on program requirements.

In exchange for the services, the campuses will compensate EMRG 10% of the gross expenditures submitted for reimbursement each quarter. Payment will be owed only after the campus receives federal reimbursement. This 10% would equate to 22.22% of the reimbursement back to the campuses since the reimbursement from the federal government is 45% of gross expenditures. If the program is discontinued or if the reimbursement rate is reduced, payment to EMRG will either be zero and nothing would be owed or the reimbursement rate would be adjusted accordingly.

This board item was submitted by Fred Williams, Vice Chancellor, Finance and Facilities.

How does this relate to the five District Strategic Directions? This item responds to Strategic Direction 1) Student Experience and 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 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 6340, Bids and Contracts.

FUNDING SOURCE AND FINANCIAL IMPACT: This will have a net positive fiscal impact since payment is made only after the campuses receive reimbursement.

RECOMMENDATION: Authorization is requested to enter into a two-year agreement with Educational Management Resource Group to assist with the development and implementation of the Fresh Success plan at Cypress College, Fullerton College, and North Orange Continuing Education. Authorization is further requested for the Vice Chancellor, Finance and Facilities, and/or District Director, Purchasing, to execute the agreement and any related documents on behalf of the District.

Fred Williams

Recommended by


Approved for Submittal

3.f.2

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Extend Contract Time with Marx Okubo Associates for the Update of the 2015 Districtwide American with Disabilities Act (ADA) Transition Plan

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

BACKGROUND: On April 11, 2023, the Board of Trustees approved to enter into a consultant agreement with Marx Okubo Associates, Inc. to update the existing 2015 Accessibility Barrier Mitigation List and for ongoing maintenance support. The original agreement included a base fee of \$514,300 and an add alternate of \$30,000. On August 27, 2024, the Board approved a no cost timeline extension to June 2025 for ongoing data collection, continued maintenance, and project support. The completion of the Facilities Assessment of Section 504 and ADA included a survey and identification lists for all three campuses documenting physical barriers, assessment of barrier removals since 2015, project execution and prioritizing plans, schedules for completion and barrier removal cost estimates.

The final component of the ADA Transition Plan is the self-evaluation portion of Section 504 and Title II of the ADA and focuses on the analysis and review of the District's policies and procedures for its programs and services. Marx Okubo has proposed adding Glenn Dea, a certified professional consultant for \$24,750 to conduct and complete this final component. Mr. Dea has previous experience with the District having served as a CASp specialist on the 2015 ADA Transition Plan. The original agreement included an add-alternate of \$30,000, with \$27,000 remaining, that will be used to cover the additional consultant fees.

Marx Okubo is requesting a 12-month extension to their agreement to provide services to complete the self-evaluation report and continue project support. The self-evaluation deliverables will include a total of 6 meetings (three cabinet level and three work group level) where the District's programs and services will be evaluated for barriers to accessibility for the general public and students. The findings of the assessment and those meetings will be delivered in a document outlining what barriers were identified and how they will be addressed. That document will be incorporated into the final ADA Transition Plan Report.

It is requested that the Board approve the extension to the consultant agreement with Marx Okubo to July 31, 2026. There is no cost increase to the original fee of \$544,300.

This agenda item was submitted by Richard Williams, District Director, Facilities Planning & Construction.

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. And, to Direction #5: 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.

FUNDING SOURCE AND FINANCIAL IMPACT: No additional fiscal impact.

RECOMMENDATION: Authorization is requested to extend the consultant agreement with Marx Okubo for self-evaluation services and continued project support through July 31, 2026. There is no cost increase to the original fee of \$544,300. 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


Approved for Submittal

3.g.2

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Ratification of Change Order #06 |
Resolution No. 25/26-03 with Verne's
Plumbing, Inc. for Bid 2324-04, Cypress
College Fine Arts Renovation Project

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

BACKGROUND: On January 23, 2024 the Board adopted Resolution No. 23/24-15 to approve 28 bid packages totaling \$57,209,914, to the 22 trade contractors who were deemed to be the lowest responsive and responsible bidders for the Cypress College Fine Arts Building Renovation.

Per Public Contract Code §20659 and Board Policy 6340, the College seeks approval for Change Order #6 for Verne's Plumbing, Inc. Normally, change orders should not exceed 10% of the original contract amount authorized by the Board; however, certain conditions require additional changes that may exceed this limit. Change Order #6 increases the contract amount by \$14,359 raising the new total to \$2,322,700. With this change order, the cumulative increase is 10.19% of the original contract, surpassing the 10% limit. The total change order percentage for all prime contractors to date on the project is -0.86%.

Change Order #1 (BOT Mtg. 02/25/25)	\$8,888
Change Order #2 (BOT Mtg. 03/25/25)	\$45,286
Change Order #3 (BOT Mtg. 04/22/25)	\$6,681
Change Order #4 (BOT Mtg. 05/27/25)	\$6,662
Change Order #5 (BOT Mtg. 06/24/25)	\$5,725
Change Order #6	\$141,359
Subtotal	\$214,601
10% Change Order Limit	(\$210,550)
Amount Over Change Order Limit	\$4,051

The Construction Manager, College, and District have reviewed this change order. Bidding on additional work in this change order was avoided due to higher anticipated costs, extended timelines, and potential delays affecting other contractors. The added scope addresses repairing unforeseen conditions; adding a concrete pad for a mechanical expansion tank; and roofing modifications at the parapet. For details on each item, please refer to the enclosed breakdown starting on item 3.j.3.

This agenda item was submitted by Allison Coburn, Campus Capital Projects Manager and Dr. Tony Jake, Vice President of Administrative Services, Cypress College; and Mireille Hernandez, Interim District Director, Purchasing.

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 project will be funded by Measure J.

RECOMMENDATION: It is recommended that the Board adopt Resolution No. 25/26-03 to approve Change Order #6 with Verne's Plumbing Inc. for Bid 2324-04, for the public works project, to increase the contract amount by \$141,359, for a new total of \$2,320,101 for the Cypress College Fine Arts Renovation Project. Authorization is further requested for the Vice Chancellor, Finance & Facilities or Interim District Director, Purchasing to execute trade contractor change order on behalf of the District.

Fred Williams

Recommended by


Approved for Submittal

3.h.2

Item No.

**RESOLUTION OF THE GOVERNING BOARD OF TRUSTEES OF THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
APPROVAL OF CHANGE ORDER 6 AS AN AMENDMENT TO THE EXISTING
CONTRACT WITH VERNE'S PLUMBING, INC., FOR BID 2324-04, CYPRESS
COLLEGE FINE ARTS RENOVATION PROJECT**



RESOLUTION NO. 25/26-03

WHEREAS, the Governing Board of the North Orange County Community College District (District) previously awarded a contract for Bid Package 22A work for the Cypress College Fine Arts Renovation Project (Project) to Verne's Plumbing, Inc. (Prime Contractor);

WHEREAS, subsequent to the award of the contract to Prime Contractor, it was determined that additional work, related to the scope of the Project, was necessary on the Project as set forth on the Change Order;

WHEREAS, the Prime Contractor is intimately familiar with the Project and is ready, willing and able to perform the additional work set forth in the Change order;

WHEREAS, the total cost for the Change Order exceeds the limitations set forth in Public Contracts Code §20659;

WHEREAS, it would be more costly and time-consuming to bid this additional work since it is integral to the Project and the work being performed by the current Prime Contractor as well as the other Prime Contractors on the Project;

WHEREAS, competitive bidding the additional work covered by the Change Order would result in the delay of the completion of the Project and impact use of the facilities;

WHEREAS, it would work an incongruity and not produce any advantage to the District to competitively bid the Change Order since such competitive bid work could result in multiple contractors being required to perform the same work that could be more efficiently and effectively performed by one contractor; and

WHEREAS, Meakin v. Steveland (1977) 68 Cal.App.3d 490 and Los Angeles Dredging v. Long Beach (1930) 210 Cal. 348 holds that statutes requiring competitive bidding to not apply when competitive bidding would work an incongruity or not produce any advantage.

NOW, THEREFORE, the Governing Board of the North Orange County Community College District does hereby find, resolve, determine, and order as follows:

3.h.3

Section 1. That all of the recitals set forth above are true and correct, and the Board so finds and determines.

Section 2. That it would work an incongruity and not produce any advantage to the District to competitively bid the completion of the additional work set forth in the Change Order.

Section 3. That the District approves the award of the additional work stated in the Change Orders without competitively bidding such work and approves the District's payment to the Prime Contractor in accordance with the terms and conditions set forth in the Change Order and the original contract.

Section 4. That the Governing Board delegates to its Vice Chancellor, Finance & Facilities, or District Director, Purchasing, authority to execute all agreements and complete all necessary documents for the additional work set forth in the Change Order.

APPROVED, PASSED AND ADOPTED by the Governing Board of the North Orange County Community College District this 22nd day of July 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINED:

I, Jeffrey P. Brown, President of the Governing Board of the North Orange County Community College District, do hereby certify that the foregoing is full, true, and correct copy of the Resolution passed and adopted by said Board at a regularly scheduled and conducted meeting held on said date, which Resolution is on file in office of said Board.

President of the Board of Trustees
North Orange County Community College District

3.h.4

I, Alba Recinos, Clerk of the Governing Board of the North Orange County Community College District, do hereby certify that the foregoing Resolution was regularly introduced and adopted by the Governing Board at a regular meeting thereof held on the 22nd day of July 2025, by the above-described vote of the Governing Board;

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the North Orange County Community College District Governing Board this 22nd day of July 2025.

Clerk of Governing Board
North Orange County Community College District

3.h.5

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Ratification of Change Order(s) for Multi-Prime
Contracts for Bid #2324-04, Cypress College
Fine Arts Renovation Project

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

BACKGROUND: On January 23, 2024 the Board adopted Resolution No. 23/24-15 to approve 28 bid packages totaling \$57,209,914, to the 22 trade contractors who were deemed to be the lowest responsive and responsible bidders for the Cypress College Fine Arts Building Renovation. In accordance with Public Contract Code §20659 and Board Policy 6340, the College is seeking ratification of the following change order(s) as further defined in the enclosure:

Change Order #	Trade Contractor	Total
Change Order 02	Best Contracting	(\$5,411.00)
Change Order 02	Velocity Glazing	\$5,411.00
Change Order 01	Inland Pacific Tile	(\$125,000.00)
Change Order 02	JG Tate	\$1,076.00
Change Order 04	PPC Air Conditioning	\$10,570.00
Change Order 06	AJ Kirkwood	\$11,382.00
TOTAL		(\$101,972)

The Construction Manager, College, and District have reviewed these change orders. The changes will not require additional funds beyond the project budget approved by the Board on January 23, 2024. These changes include various value engineering efforts; contractor back charges; and document coordination conflicts.

This agenda item was submitted by Allison Coburn, Campus Capital Projects Manager and Dr. Tony Jake, Vice President of Administrative Services, Cypress College; and Mireille Hernandez, Interim District Director, Purchasing.

How does this relate to the District-wide Strategic Plan? 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: The total change orders will be funded by Measure J.

RECOMMENDATION: It is recommended that the Board ratify the current change orders for the public works project listed per the Change Order Request, with a total decrease of (\$101,972) for the Fine Arts Renovation at Cypress College. Authorization is further requested for the Vice Chancellor, Finance & Facilities or District Director, Purchasing to execute each trade contractor change order on behalf of the District.

Fred Williams

Recommended by


Approved for Submittal

3.i.2

Item No.

CYPRESS COLLEGE, FINE ARTS RENOVATION PROJECT MULTI-PRIME CONTRACTOR CHANGE ORDERS

BOARD DATE: July 22, 2025

						BOARD	TIME	CO REQ.	CONTRACT AMOUNT		
	NO.	PREVIOUS	CURRENT	CUMULATIVE	DESCRIPTION OF CHANGE ORDER	APPROVAL	IMPACT	REASON	ORIGINAL	TOTAL REVISED	TOTAL % OF CHANGE
BP #07A, 07B BEST CONTRACTING SERVICES, INC.									\$1,533,067.00		
Change Order #01	1.0	(\$62,399.00)	\$0.00	(\$62,399.00)		4/22/25				\$1,470,668.00	-4.07%
Change Order #02	2.1	\$0.00	(\$5,411.00)	(\$5,411.00)	CFI 292-07A - Window Mockup Retesting (Back Charge) - deduct all costs associated with labor, equipment, and materials to retest the exterior window mockup by others. The initial test had failed due to improper installation of the sheet metal sill pan, and thus these costs are a backcharge against Best Contracting.	7/22/2025	0	O		\$1,465,257.00	-0.35%
TOTALS		(\$62,399.00)	(\$5,411.00)	(\$67,810.00)							-4.42%

BP #08B VELOCITY GLAZING, INC									\$1,474,500.00		
Change Order #01	1.0	(\$25,512.00)	\$0.00	(\$25,512.00)		4/22/25				\$1,448,988.00	-1.73%
Change Order #02	2.1	\$0.00	\$5,411.00	\$5,411.00	CFI 292-08B - Window Mockup Retesting (Back Charge) - costs associated with labor, equipment, and materials to retest the exterior window mockup. The initial test had failed due to improper installation of the sheet metal sill pan, and thus these costs are a backcharge against the responsible prime	7/22/2025	0	O		\$1,454,399.00	0.37%
TOTALS		(\$25,512.00)	\$5,411.00	(\$20,101.00)							-1.36%

BP #09E INLAND PACIFIC TILE, INC.									\$400,000.00		
Change Order #01	1.1	\$0.00	(\$125,000.00)	(\$125,000.00)	CFI 016-09E - CCD 019A - Value Engineering - Exterior - Construction Field Instruction 016 captures a credit for Exterior Tile re-work that was eliminated as a part of CCD-019A. This CFI shall finalizes costs for all material, labor and equipment required to complete this scope of work.	7/22/2025	0	O		\$275,000.00	-31.25%
TOTALS		\$0.00	(\$125,000.00)	(\$125,000.00)							-31.25%

BP #21A J.G. TATE FIRE PROTECTION SYSTEMS									\$557,799.00		
Change Order #01	1.0	\$11,513.00	\$0.00	\$11,513.00		5/27/25				\$569,312.00	2.06%
Change Order #02	2.1	\$0.00	\$1,076.00	\$1,076.00	CFI 299-21A - Relocate Sprinkler Heads due to Fan Coil Units in Conflict (Back Charge)	7/22/2025	0	O		\$570,388.00	0.19%
TOTALS		\$11,513.00	\$1,076.00	\$12,589.00							2.26%

BP #22A VERNE'S PLUMBING, INC.									\$2,105,500.00		
Change Order #01	1.0	\$8,888.00	\$0.00	\$8,888.00		2/25/25				\$2,114,388.00	0.42%
Change Order #02	2.0	\$45,286.00	\$0.00	\$45,286.00		3/25/25				\$2,159,674.00	2.15%

C.I.C

*Change Order Requested By and/or Reasons: C- Code Compliance; CR-Campus Request; D - District Request; DC - Document Coordination; O - Other Reasons; U - Unforeseen Condition; V - Value Engineering

CYPRESS COLLEGE, FINE ARTS RENOVATION PROJECT
MULTI-PRIME CONTRACTOR CHANGE ORDERS

BOARD DATE: July 22, 2025

						BOARD	TIME	CO REQ.	CONTRACT AMOUNT		
	NO.	PREVIOUS	CURRENT	CUMULATIVE	DESCRIPTION OF CHANGE ORDER	APPROVAL	IMPACT	REASON	ORIGINAL	TOTAL REVISED	TOTAL % OF CHANGE
Change Order #03	3.0	\$6,681.00	\$0.00	\$6,681.00		4/22/25				\$2,166,355.00	0.32%
Change Order #04	4.0	\$6,662.00	\$0.00	\$6,662.00		5/27/25				\$2,173,017.00	0.32%
Change Order #05	5.0	\$5,725.00	\$0.00	\$5,725.00		6/24/25				\$2,178,742.00	0.27%
Change Order #06	6.1	\$0.00	\$68,051.00	\$68,051.00	CFI 122R4-22A - Added Trap Primer Piping and Trap Primers - costs for installation of the added Trap Primer piping and Trap Primer Fixtures based on CCDs 021B, 022B, & 061B at Levels 3, 2 & 1.	7/22/2025	0	DC			
	6.2	\$0.00	\$12,431.00	\$12,431.00	CFI 192R2-22A - CCD-100B - RFI-584 - MS-1 - Mop Sink Against Fire Rated Walls - relocation of mop sinks (MS-1) to allow for the rating of the adjacent wall to be maintained. This work will include recoring the installed plumbing rough-in to the new location of the mop-sink.	7/22/2025	0	DC			
	6.3	\$0.00	\$60,877.00	\$60,877.00	CFI 302-22A - Sloan Lavatories - cost associated to a price increase as of 2/1/2025 which was incurred by Verne's Plumbing and originating from Sloan, and is a result of dimension changes and revisions in the submittal review process which prevented the Lavatories from being released in time. An email is included from Pace Supply, Verne's Plumbing's vendor, clarifying the reasons for the additional costs incurred.	7/22/2025	0	DC		\$2,320,101.00	6.71%
TOTALS		\$73,242.00	\$141,359.00	\$214,601.00							10.19%

BP#23A PPC AIR CONDITIONING, INC.									\$5,296,614.00		
Change Order #01	1.0	\$61,649.00	\$0.00	\$61,649.00		6/25/24				\$5,358,263.00	1.16%
Change Order #02	2.0	\$49,860.00	\$0.00	\$49,860.00		11/12/24				\$5,408,123.00	0.94%
Change Order #03	3.0	\$4,402.00	\$0.00	\$4,402.00		5/27/25				\$5,412,525.00	0.08%
Change Order #04	4.1	\$0.00	\$10,651.00	\$10,651.00	CFI 146-23A - RFI410 & 589 - Provide and install (2) 1-1/2", (2) 2", and (2) 4" HHW Shut-Off Valves and (2) 6" CW Shut-Off Valves with flanges, bolts, and gaskets per RFI-412 response. Provide (2) ceiling access panels for installation by others.	7/22/2025	0	DC			
	4.2	\$0.00	\$995.00	\$995.00	CFI 258-23A - CCD114B/120B - Duct Re-Route at Room 2-114 for 6" Storm Drain - PPC to BIM model/detail, and field coordinate duct work re-routing due to being in conflict with storm drain piping. The conflict occurred in Room 2-114 and is due to the re-routing of storm drain piping to be installed overhead as shown in CCD-114B & 120B.	7/22/2025	0	DC		\$5,423,095.00	0.20%

Item No. 3.i.4

*Change Order Requested By and/or Reasons: C- Code Compliance; CR-Campus Request; D - District Request; DC - Document Coordination; O - Other Reasons; U - Unforeseen Condition; V - Value Engineering

CYPRESS COLLEGE, FINE ARTS RENOVATION PROJECT
MULTI-PRIME CONTRACTOR CHANGE ORDERS

BOARD DATE: July 22, 2025

						BOARD	TIME	CO REQ.	CONTRACT AMOUNT		
	NO.	PREVIOUS	CURRENT	CUMULATIVE	DESCRIPTION OF CHANGE ORDER	APPROVAL	IMPACT	REASON	ORIGINAL	TOTAL REVISED	TOTAL % OF CHANGE
	4.4	\$0.00	(\$1,076.00)	(\$1,076.00)	CFI 299-23A - Relocate Sprinkler Heads due to Fan Coil Units in Conflict (Back Charge)	7/22/2025	0	O			
TOTALS		\$115,911.00	\$10,570.00	\$126,481.00							2.39%

BP #26A AJ KIRKWOOD									\$13,492,000.00		
Change Order #01	1.0	\$27,250.00	\$0.00	\$27,250.00		7/23/24				\$13,519,250.00	0.20%
Change Order #02	2.0	(\$92,729.00)	\$0.00	(\$92,729.00)		11/12/24				\$13,426,521.00	-0.69%
Change Order #03	3.0	(\$10,054.00)	\$0.00	(\$10,054.00)		12/17/24				\$13,416,467.00	-0.07%
Change Order #04	4.0	(\$586,742.00)	\$0.00	(\$586,742.00)		4/22/25				\$12,829,725.00	-4.35%
Change Order #05	5.0	\$40,779.00	\$0.00	\$40,779.00		5/27/25				\$12,870,504.00	0.30%
Change Order #06	6.1	\$0.00	\$2,775.00	\$2,775.00	CFI 233-26A - CCD 078A - RFI 595 - Lighting Changes at Stair 1 Mezzanine and Photography Gallery Revised light fixtures as follows: - Removed (2) 18" F14a - Added (6) F1a - Added (1) F16 - Added (3) L4-3'	7/22/2025	0	DC			
	6.2	\$0.00	(\$1,680.00)	(\$1,680.00)	CFI 286-26A - Pedestal Changes per CCD-087A - CCD-087A deleted pedestals and receptables, and changed GFCI outlets to duplex in the 3D Art Lab. This results in an overall credit.	7/22/2025	0	DC		\$12,881,886.00	0.08%
	6.3	\$0.00	\$10,287.00	\$10,287.00	CFI 300-26A - CCD-124B - L10 Light Fixture Change - costs associated with the L10 light fixture changes in CCD 124B. CCD 124B which was issued due to as-builts differing from field conditions, revised the L10 light fixtures at the Level 3 lobby, and added an additional four (4) fixtures.	7/22/2025	0	DC			
TOTALS		(\$621,496.00)	\$11,382.00	(\$610,114.00)							-4.52%

ALL PRIME GRAND TOTAL	(\$531,976.00)	\$39,387.00	(\$492,589.00)						\$57,209,914.00		-0.86%
-----------------------	----------------	-------------	----------------	--	--	--	--	--	-----------------	--	--------

OVERALL CONTRACT SCHEDULE SUMMARY	
Notice to Proceed Date	4/1/24
Original Contract Duration (Calendar Days)	819
Original Contract Completion (Date)	6/29/26
Previous Extension Days Approved	0
Proposed CO Days Requested	0

*Change Order Requested By and/or Reasons: C- Code Compliance; CR-Campus Request; D - District Request; DC - Document Coordination; O - Other Reasons; U - Unforeseen Condition; V - Value Engineering

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Enter into Amendment No. 01 with Sundt Construction, Inc. for Construction Management Services for the Health and Wellness Center Renovation Project at Cypress College

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

BACKGROUND: On April 1, 2025, the District entered into an agreement and issued Purchase Order #P0173255 with Sundt Construction, Inc., for Construction Management Services for the Health and Wellness Center Renovation Project at Cypress College. The original contract amount was \$114,000, which was under the bid threshold. The PO was ratified during the board meeting on May 13, 2025.

This is an amendment to the existing hourly, not-to-exceed agreement for additional services. The additional services are required due to the construction duration extending beyond the original completion date of mid-July 2025 to mid-September 2025. Sundt's role has been to assist the college in overseeing the general contractor and construction activities including change order request review. The amendment will increase the contract by \$50,000 from \$114,000 to a new total contract amount of \$164,000.

This agenda item was submitted by Allison Coburn, Campus Capital Projects Manager and Dr. Tony Jake, Vice President of Administrative Services, Cypress College; and Mireille Hernandez, Interim District Director, Purchasing.

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 HEERF and Capital Outlay.

RECOMMENDATION: Authorization is requested to increase the agreement with Sundt Construction Company by \$50,000 for a new total contract amount of \$164,000 for Construction Management Services for the Health and Wellness Renovation Project at Cypress College. 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 BndM

Approved for Submittal

3.j.2

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u>X</u>
DATE:	July 22, 2025	Resolution	<u> </u>
		Information	<u> </u>
SUBJECT:	North Orange Continuing Education North Orange County Regional Consortium for Adult Education (NOCRC) Lease Renewal Agreement Expansion	Enclosure(s)	<u> </u>

BACKGROUND: On January 26, 2016, the Board approved a Standard Office Lease Agreement with Anaheim Place Partners, LP (APP) for the North Orange County Regional Consortium for Adult Education (NOCRC), located at 505 N. Euclid Avenue, Suite 200, Anaheim, CA 92801.

As the administrative lead of NOCRC, North Orange Continuing Education (NOCE) continues to require dedicated office space for the consortium's operations. Suite 200 currently houses three California Adult Education Program (CAEP) employees and two NOCE administrators.

With the completion of the upper-deck construction project at the Anaheim Campus, NOCE no longer requires the temporary swing space in Suite 280. Effective August 1, 2025, NOCE will vacate Suite 280 (2,200 rentable square feet), reducing the total leased space to approximately 5,160 rentable square feet in Suite 200.

The renewal lease agreement covers an eleven-month term, from August 1, 2025, through June 30, 2026. The monthly base rent for Suite 200 is \$11,352, and operational costs not to exceed \$4,500 for a total lease cost of \$129,372.

This agenda item was submitted by Valentina Purtell, President, NOCE.

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 item related to BP 6500-Property Management.

FUNDING SOURCE AND FINANCIAL IMPACT: The California Adult Education Program (CAEP) will cover the entire cost of the lease agreement.

RECOMMENDATION: Authorization is requested to enter into a lease agreement with Anaheim Place Partners, LP, at 505 N. Euclid Avenue, (Suites 200, 280), Anaheim CA 92801, for a total consideration of \$128,383.29 from August 1, 2025, through June 30, 2026, for the California Adult Education Program (CAEP) Office. Further authorization is requested for the Vice Chancellor, Finance & Facilities to execute the agreement on behalf of the District.

Fred Williams

Recommended by


Approved for Submittal

3.k

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: District Study Abroad Program
Spring Break 2026, Paris France

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

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 recommended to handle all travel arrangements for the proposed Spring Break 2026 Community Program in Paris, France. AIFS is a leading study abroad provider with 61 years of experience delivering high-quality, academically focused faculty-led and cultural immersion programs for institutions across the United States.

The proposed Spring Break 2026 Community Program will begin on March 26, 2026, and end on April 4, 2026. The program will be open to all NOCCCD staff and community members who are 18 years of age or older.

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

How does this relate to the five District Strategic Directions: This Community Program supports District 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: Participants will pay a basic program fee of \$3,195 which includes hotel accommodation, on-site orientation, travel pass, in-country student support, medical insurance, some meals, support staff, cultural activities, and excursions. A portion of the program fee for the Paris, France Community Program will be allocated toward the Study Abroad Student Scholarship Fund to support future NOCCCD scholars to study abroad.

RECOMMENDATION: Authorization is requested to enter into a travel arrangement with AIFS for the NOCCCD Spring Break 2026 Community Program in Paris, France. The basic program fee of \$3,195, which is to be paid by each participant, includes hotel accommodation, on-site orientation, travel pass, in-country support, medical insurance, some meals, support staff, and travel excursions. 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

3.1

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: District Study Abroad Program
Fall 2026, Rome, Italy

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

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 recommended to handle all travel arrangements for the proposed Fall 2026 Study Abroad Program in Rome, Italy. AIFS is a leading study abroad provider with 61 years of experience delivering high-quality, academically focused faculty-led programs for institutions across the United States.

The proposed Fall 2026 Study Abroad Program will begin on September 18, 2026, and end on November 27, 2026. 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 Fullerton College Library/Learning Resources Instructional Support Programs and Services, and Administrator of the 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 \$9,025 which includes housing accommodations, student orientation, travel pass, in-country student support, medical insurance, some meals, support staff, cultural activities, and excursions.

RECOMMENDATION: Authorization is requested to enter into a travel arrangement with AIFS for the Cypress College and Fullerton College Fall 2026 Study Abroad Program in Rome, Italy. The basic program fee of \$9,025, which is to be paid by each student, includes housing accommodations, student orientation, travel pass, in-country student support, medical insurance, some meals, support staff, and travel excursions. 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.m

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Fullerton College Donations

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

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 Fine Arts Division, Art Gallery:

- *Artwork "The Greek" – Armand Serrano*
- *Six pieces of art: "Chalkboard", "A Portrait of Louis" by Joyce Tremain; "Chicago" by Jack Beal; "Mother & Child", "Head of Girl" by William Brice; and "Song Bird" by Stas Orlovsky – Barry Sloane*

To the Fullerton College Humanities Division, Foreign Language Department French Film Festival:

- *Appetizers and baked goods – Crepes Bonaparte*
- *Appetizers and baked goods – Crepes de Paris*
- *Appetizers and baked goods – Les Amis*
- *Appetizers and baked goods – Roscoe's Deli*
- *Appetizers and baked goods – Moulin*
- *Appetizers and baked goods – Fraise Cafe*
- *Appetizers and baked goods – Porto's Bakery and Cafe*
- *Appetizers and baked goods – Zombee Donuts*

- *Beverages – The Complete Package*
- *\$200 check – International School of Orange*
- *\$200 check – Vista Higher Learning*
- *\$200 check – Clotilde's French Book Store*

To the Fullerton College Library:

- *Fourteen boxes of hardback books – Alexander Ghareebo*

Fred Williams

Recommended by

B. V. dist BndM

Approved for Submittal

3.n.2

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Amendment to NOCCCD/Fullerton College
and Anaheim Union High School District
(AUHSD) Dual Enrollment CCAP Agreement
2024-2029

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

BACKGROUND: On May 14, 2024, the NOCCCD Board of Trustees approved the NOCCCD AUHSD CCAP Dual Enrollment Partnership Agreement 2024-2029.

We are requesting that as of August 25, 2025, the CCAP agreement between NOCCCD/Fullerton College and AUHSD be amended by the addition of five (5) courses across different pathways. This amendment was created in response to a request received from AUHSD regarding expanding course offerings within new and existing pathways. This change is limited to the addition of 5 courses to the educational programs in the Board approved CCAP agreement 2024-29. The entire remainder of the original agreement remains in full force.

This agenda item was prepared by Tam Contreras, Director of Dual Enrollment and Dr. José Ramón Núñez, Vice President of Instruction for Fullerton College.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction 1: The District will provide comprehensive support, equitable opportunities, co-curricular programming, and clear pathways to ensure that students achieve their educational and career goals. This item also responds to District Strategic Direction 4: The District 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 submitted in accordance with Board Policy 3250: Institutional Planning.

FUNDING SOURCE AND FINANCIAL IMPACT: AB 288 makes it possible for community college districts to collect apportionment for CCAP Partnership Agreement classes offered at high schools provided that attendance requirements for high schools are met; therefore, this has the potential to not only increase student access but also generate more funding for NOCCCD.

RECOMMENDATION: It is recommended that the Board approve the amendment to the NOCCCD/Fullerton College and AUHSD Dual Enrollment Partnership Agreement 2024-2029 to include five additional courses.

Gabrielle Stanco
Recommended by


Approved for Submittal

4.a.1
Item No.

**AMENDMENT TO
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
COLLEGE AND CAREER ACCESS PATHWAYS
A DUAL ENROLLMENT PARTNERSHIP AGREEMENT
2024-2029**

As of July 22, 2025, the agreement entitled “College and Career Access Pathways Partnership Agreement (CCAP Agreement)” between Cypress College and Fullerton College (“COLLEGE”), colleges of the North Orange County Community College District (NOCCCD), and Anaheim Union High School District will be amended by adding the following course to the educational programs listed (ADDENDUM A).

This change is the addition of five courses to expand several educational program; the entire remainder of the original agreement remains in full force.

This amendment may be executed by the parties in separate counterparts, each of which when so executed and delivered shall be an original, but all such counterparts shall together constitute one and the same instrument.

Executed on _____

By: _____
Anaheim Union High School District
Dr. Jaron Fried
Assistant, Superintendent Educational Services

By: _____
Fullerton College
Dr. José Ramón Núñez
Vice President, Instruction

By: _____
North Orange County Community College District
Dr. Byron D. Clift Breland
Chancellor

North Orange County Community College District Board Meeting: July 22, 2025
School District Board Meeting: August 7, 2025

Note: All referenced Sections from AB 288 (Education Code 76004)

ADDENDUM A

1. **CCAP AGREEMENT PROGRAM YEAR** – COLLEGE has identified the following: program year, educational program(s) and course(s) to be offered at the said date, time and location; the total number of students to be served and projected FTES; and the instructor; and employer of record.

1.1 **COLLEGE:** Fullerton College

- a. **PROGRAM YEAR:** 2024-2029
- b. **EDUCATIONAL PROGRAMS:** Administration of Justice, Architecture, Art History, Biology, Business Management, Child Development and Educational Studies, Communications, Cosmetology, Counseling, Computer Science, Dance, Digital Arts, English as a Second Language, Ethnic Studies, History, Horticulture, Journalism, Mathematics, Music, Music Appreciation, Nutrition, Psychology, Sociology, Spanish, Technology, and Welding
- c. **SCHOOL DISTRICT:** Anaheim Union High School District
- d. **HIGH SCHOOLS:** Anaheim, Gilbert, Katella, and Loara
- e. **TOTAL PROJECTED NUMBER OF STUDENTS TO BE SERVED ANNUALLY:** 3, 286
- f. **TOTAL PROJECTED ANNUAL FTES:** 286

COURSE NUMBER	COURSE NAME	TERM	INSTRUCTOR	EMPLOYER	LOCATION <small>(College, School District, Both)</small>
AJ 223	Criminal Investigation	Summer, Fall, & Spring	Staff	COLLEGE	BOTH
CISG 110	Introduction to Programming for Computer	Summer, Fall, & Spring	Staff	COLLEGE	BOTH
CISG 103	History of Video Games	Summer, Fall, & Spring	Staff	COLLEGE	BOTH
CSTR 116 F	Residential Construction Practice	Summer, Fall, & Spring	Staff	COLLEGE	BOTH

Note: All referenced Sections from AB 288 (Education Code 76004)

CSTR 118 F	Residential Construction Practice II	Summer, Fall, & Spring	Staff	COLLEGE	BOTH
------------	--------------------------------------	------------------------	-------	---------	------

Required: Describe the criteria used to assess the ability of pupils to benefit from the course(s) offered (*Sec. 2 (c)(1)*):

Courses offered as part of this CCAP Agreement shall be for students who may not already be college bound or who are underrepresented in higher education, with the goal of developing seamless pathways from high school to community college for career technical education or preparation for transfer, improving high school graduation rates, or helping high school pupils achieve college and career readiness.

BOOKS AND INSTRUCTIONAL MATERIALS - The total cost of books and instructional materials for school district students participating as part of this CCAP agreement will be borne by school district. Information provided is tentative and a cost estimate; final verifications are facilitated mutually by dual enrollment coordinators each semester in accordance with Section 8 of CCAP Agreement.

FULLERTON COLLEGE:

COURSE NUMBER	COURSE NAME	TEXT	COST	OTHER INSTRUCTIONAL ITEMS	COST
AJ 223	Criminal Investigation	TBD	TBD	TBD	TBD
CISG 110	Introduction to Programming for Computer	TBD	TBD	TBD	TBD
CSTR 116 F	Residential Construction Practice	TBD	TBD	TBD	TBD
CSTR 118 F	Residential Construction Practice II	TBD	TBD	TBD	TBD

Note: All referenced Sections from AB 288 (Education Code 76004)

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Fullerton School District Dual Enrollment MOU 2025-2030

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

BACKGROUND: Fullerton School District has been partnering with Fullerton College to host their Middle College program since 2020-2021 and has a Contract Education MOU to support these efforts. To increase college access and increase FTES to Fullerton College, we are now entering into an MOU with Dual Enrollment, which will allow our college to collect apportionment for the courses that we offer. This will allow us to expand dual enrollment opportunities for our K-8 students, therefore in turn, increase the number of students that complete college courses as they enter high school. As we continue to make momentum on our impact in the Fullerton community, this expansion is in alignment with our Vision 2030 goals of increasing college earned credits for every graduating high school student. With this growth, we are looking forward to developing seamless pathways from junior high, through high school to community college for career technical education or preparation for transfer, improving high school graduation rates, and assisting high school pupils to achieve college and career readiness.

How does this relate to the five District Strategic Directions? This item responds to Strategic Direction 1: Student Experience and 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.

This agenda item was prepared by Tam Contreras, Director of Dual Enrollment and Dr. José Ramón Núñez, Vice President of Instruction, Fullerton College.

How does this relate to Board Policy: This item is submitted in accordance with Board Policy 3250: Institutional Planning

FUNDING SOURCE AND FINANCIAL IMPACT: This MOU will make it possible for the North Orange County Community College District to collect apportionment for Dual Enrollment Agreement classes offered at the Fullerton School District provided attendance requirements for schools are met; therefore, this has the potential to not only increase student access but also generate more funding for NOCCCD.

RECOMMENDATION: It is recommended that the Board approve the NOCCCD/Fullerton School District Dual Enrollment Partnership Agreement 2025-2030.

Gabrielle Stanco

Recommended by


Approved for Submittal

4.b.1

Item No.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
FULLERTON SCHOOL DISTRICT AND
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
DUAL ENROLLMENT PARTNERSHIP AGREEMENT
2025-2030**

This agreement (hereinafter known as "Agreement") between North Orange County Community College District (NOCCCD) on behalf of Fullerton Colleges hereinafter known as "COLLEGE" and Fullerton School District hereinafter known as "SCHOOL DISTRICT".

WHEREAS, the mission of the COLLEGE includes providing educational programs and services that are responsive to the needs of the students and communities within the North Orange County Community College District; and

WHEREAS, the COLLEGE and the SCHOOL DISTRICT have established a successful history of collaboration and mutual support to provide students and local communities with exceptional educational programs and activities; and

WHEREAS, the SCHOOL DISTRICT continues to find ways to broaden advanced educational opportunities for students including college preparatory and college credit courses; and desires to expand dual enrollment opportunities for students; and

WHEREAS, the COLLEGE is willing to offer college courses at the SCHOOL DISTRICT school campuses which will benefit SCHOOL DISTRICT students by providing a convenient location and schedule; and

WHEREAS, students who complete college credit while enrolled in school are more likely to earn high school diplomas, to enroll in community colleges and four-year colleges, to attend post-secondary education on a full-time basis, and to complete degrees in those institutions than students without these experiences; and

WHEREAS, instruction will comply with the student selection standards, curriculum guidelines, recommendations and procedures promulgated by applicable law, the California Community College Chancellor's Office and COLLEGE;

NOW THEREFORE, COLLEGE and SCHOOL DISTRICT agree as follows:

1. TERM OF AGREEMENT

- 1.1. The term of this Agreement shall be for five years beginning on August 25th, 2025, and ending on June 30th, 2030, and requires entering into a new agreement every five years by July 1, unless otherwise terminated in accordance with Section 23 of this Agreement.
 - a. This agreement may be terminated by either Party, acting with or without cause, upon giving at least ninety (90) days prior written notice to the other Party except that any Student already assigned to and accepted by the COLLEGE shall be allowed to complete any in-progress practicum assignment at the COLLEGE.

- b. In the event of a material breach of this Agreement, the aggrieved party may terminate this Agreement by giving thirty (30) days' prior written notice of termination to the breaching party. If the breach is not cured, the Agreement shall terminate at the end of the thirty-day period.
 - c. This Agreement shall immediately terminate if any parties' licenses, accreditations, or certifications required for the Program are terminated, revoked, reduced, or any type of disciplinary action is taken against the party by any accreditation or regulatory agency.
- 1.2. COLLEGE and SCHOOL DISTRICT shall present this agreement at a public meeting of their respective governing boards, allowing for public comments prior to consideration for approval of this agreement.

2. COMMUNITY COLLEGE DISTRICTS AUTHORIZING THE PARTNERSHIPS WITH SCHOOL DISTRICTS DEFINITIONS

- 2.1. Courses offered as part of this Agreement shall be community college courses acceptable towards a career technical education credential or certificate, or preparation for transfer, or appropriate to help school pupils achieve college and career readiness. All community college courses offered at the SCHOOL DISTRICT have been approved in accordance with the policies and guidelines of NOCCCD and applicable law.
- 2.2. School pupils enrolled in a course offered through a partnership shall not be assessed any fee that is prohibited by Education Code Section 49011. Students will not be required to pay the health fee; however, SCHOOL DISTRICT will be expected to provide appropriate health support to students.

3. STUDENT ELIGIBILITY, SELECTION AND ENROLLMENT, ADMISSION, REGISTRATION, MINIMUM SCHOOL DAY

- 3.1. College Admission and Registration - Procedures for students participating in the Agreement shall be governed by the COLLEGE and shall comply with the admissions and registration guidelines set forth in applicable law and NOCCCD policy.
- 3.2. Student Records - It is the responsibility of the student to follow the COLLEGE process when requesting an official COLLEGE transcript for grade submission to the SCHOOL DISTRICT unless otherwise specified in the Appendix.
- 3.3. Minimum School Day - The SCHOOL DISTRICT shall certify that it shall teach SCHOOL DISTRICT students participating as part of an Agreement no less than the number of instructional minutes required to complete a minimum school day pursuant to Education Code §§ 46141 and 46142.

4. COLLEGE APPLICATION PROCEDURE

- 4.1. The COLLEGE will be responsible for processing student applications.
- 4.2. The COLLEGE will provide the necessary admission and registration forms and procedures, and both COLLEGE and SCHOOL DISTRICT will jointly ensure that each applicant accepted has met all the enrollment requirements.

- 4.3. The SCHOOL DISTRICT agrees to assist COLLEGE in the admission and registration of SCHOOL DISTRICT students as may be necessary and requested by COLLEGE.

5. PARTICIPATING STUDENTS

- 5.1. A school student enrolled in a course offered through Agreement shall not be assessed any fee that is prohibited by Education Code Section 49011.
- 5.2. Both COLLEGE and SCHOOL DISTRICT will be jointly responsible for providing matriculation services for students enrolling in the dual enrollment program classes.
- 5.3. Dual enrollment students will have access to COLLEGE services such as the library, tutoring, student I.D. cards, etc.
- 5.4. Student identification, recruitment, and selection into the dual enrollment program will be the responsibility of both the COLLEGE and SCHOOL DISTRICT.

6. AGREEMENT COURSES

- 6.1. The COLLEGE is responsible for all courses and educational programs offered as part of Agreement regardless of whether the course and educational program is offered on site at the SCHOOL DISTRICT or at the COLLEGE.
- 6.2. The scope, nature, time, location, and listing of courses offered by a COLLEGE shall be determined by COLLEGE in consultation with the SCHOOL DISTRICT and with the approval of the COLLEGE Governing Board.
- 6.3. Courses offered as part of Agreement either at the COLLEGE or SCHOOL DISTRICT shall be jointly selected and approved.
- 6.4. Courses offered as part of this Agreement at the SCHOOL DISTRICT shall be listed in the COLLEGE catalog with the same department designations course descriptions, numbers, titles, and credits. Courses offered as part of this Agreement at the SCHOOL DISTRICT shall adhere to the official course outline of record and the student learning outcomes established by the associated COLLEGE academic department.
- 6.5. Courses offered as part of this Agreement will comply with all applicable regulations, policies, procedures, prerequisites, and standards applicable to the COLLEGE as well as any corresponding policies, practices, and requirements of the SCHOOL DISTRICT. In the event of a conflict between the COLLEGE course related regulations, policies, procedures, prerequisites and standards and SCHOOL DISTRICT policies, practices and requirements, the COLLEGE regulations, policies, procedures, prerequisites, and standards, shall prevail.
- 6.6. A student's withdrawal prior to completion of a course offered as part of this Agreement shall be in accordance with COLLEGE guidelines, policies, pertinent statutes, and regulations.
- 6.7. Supervision and evaluation of students enrolled in courses offered as part of this Agreement shall be in accordance with NOCCCD guidelines, policies, pertinent statutes, and regulations.
- 6.8. COLLEGE has the sole right to control and direct instructional activities for all dual enrollment instructors, including those who are SCHOOL DISTRICT employees.

- 6.9. Degree and certificate programs that are included in the Agreement must have been approved by the California Community College Chancellor's Office and courses that make up the programs must be part of the approved programs, or the College must have received delegated authority to separately approve those courses locally.

7. INSTRUCTOR(S)

- 7.1. All instructors teaching COLLEGE courses offered as part of this Agreement must meet the minimum qualifications for instruction in a California community college as set forth in Title 5 California Code of Regulations, Sections 53410 and 58060 or as amended and be hired by the COLLEGE.
- 7.2. NOCCCD will be the employer for all instructors teaching courses as part of this agreement.
- 7.3. The COLLEGE shall be solely responsible for all salaries, wages, and benefits due to dual enrollment faculty being COLLEGE employees.
- 7.4. Faculty teaching COLLEGE courses offered as part of this Agreement shall, in collaboration between the COLLEGE and SCHOOL DISTRICT, provide the supervision and control reasonably necessary for the protection of the health and safety of students and Faculty may not have any other assigned duty during the instructional activity.
- 7.5. Instructors who teach COLLEGE courses shall comply with the fingerprinting requirements set forth in Ed Code § 45125 or as amended and the tuberculosis testing and risk assessment requirements of California Health and Safety Code § 121525 or as amended. In addition to any other prohibition or provision, no person who has been convicted of a violent or serious felony shall be eligible to teach any courses offered as part of this Agreement or otherwise provide services on a SCHOOL DISTRICT site.

8. MATERIALS and TEXTBOOKS

- 8.1. The SCHOOL DISTRICT will furnish all course materials, specialized equipment, books, and other necessary equipment for all SCHOOL DISTRICT students as part of this agreement. The instructor shall determine the type, make, and model of all instructional materials to be used during each course offered as part of this Agreement. The parties understand that such equipment and materials are the purchaser's sole property. Furthermore, the SCHOOL DISTRICT understands that no equipment or materials fee may be charged to students provided for by Education Code 49011.
- 8.2. The COLLEGE shall determine type, make, and model of all equipment, books, and materials to be used during each course offered as part of this Agreement. Textbooks, equipment, and materials purchased by the SCHOOL DISTRICT shall be adopted for a term of no less than three years. The COLLEGE and the SCHOOL DISTRICT agree to store textbooks and physical course materials purchased by either party at SCHOOL DISTRICT school sites and facilities and utilize SCHOOL DISTRICT library and logistic systems to catalog and distribute textbooks and materials.

9. ASSESSMENT OF LEARNING AND CONDUCT

- 9.1. Students enrolled in COLLEGE courses offered as part of this Agreement at the SCHOOL DISTRICT shall be held to the same standards of achievement as students in courses taught on the COLLEGE campus.

- 9.2. Students enrolled in COLLEGE courses offered as part of this Agreement at the SCHOOL DISTRICT shall be held to the same grading standards as those expected of students in courses taught on the COLLEGE campus.
- 9.3. Students enrolled in COLLEGE courses offered as part of this Agreement at the SCHOOL DISTRICT shall be assessed using the same methods (e.g., papers, portfolios, quizzes, labs, etc.) as students in courses taught on the COLLEGE campus.
- 9.4. Students enrolled in COLLEGE courses offered as part of this Agreement at the SCHOOL DISTRICT shall be held to the same behavioral standards as those expected of students in courses taught on the COLLEGE campus.

10. LIAISON AND COORDINATION OF RESPONSIBILITIES

- 10.1. The COLLEGE shall appoint an educational administrator, who will serve as point of contact to facilitate coordination and cooperation between COLLEGE and SCHOOL DISTRICT in conformity with NOCCCD policies and standards.
- 10.2. The SCHOOL DISTRICT shall appoint an educational administrator, who will serve as point of contact to facilitate coordination and cooperation between SCHOOL DISTRICT and COLLEGE in conformity with SCHOOL DISTRICT policies and standards.
- 10.3. The COLLEGE shall designate a dual enrollment staff, who will serve as point of contact to facilitate coordination and cooperation between COLLEGE and SCHOOL DISTRICT in conformity with NOCCCD policies and standards.
- 10.4. The SCHOOL DISTRICT shall designate a dual enrollment site liaison, who will serve as point of contact to facilitate coordination and cooperation between SCHOOL DISTRICT and COLLEGE in conformity with SCHOOL DISTRICT policies and standards.
- 10.5. The SCHOOL DISTRICT shall designate a dual enrollment administrator access to student information system and allow for data sharing agreement. The dual enrollment coordinator will follow protocol and data sharing agreement guidelines provided by the SCHOOL DISTRICT.
- 10.6. The COLLEGE and SCHOOL DISTRICT dual enrollment staff will work together on the processes, procedures, and tracking mechanisms that will ensure compliance with dual enrollment course policies, regulations, and standards, including the necessary qualifications and student documentation prior to students taking courses.

11. APPORTIONMENT

- 11.1. COLLEGE shall include the students enrolled in Agreement course in its report of full-time equivalent students (FTES) for purposes of receiving state apportionments when the course(s) complies with current requirements for dual enrollment under applicable California law.
- 11.2. COLLEGE and SCHOOL DISTRICT both cannot receive funding for the same instructional activity for dual enrollment courses. For purposes of this Agreement, all apportionment is to be claimed by the COLLEGE.
- 11.3. For purposes of allowances and apportionments from Section B of the State School Fund, a community college district conducting a closed course on a school campus shall be credited with those units of full-time equivalent students attributable to the attendance of school pupils.

12. CERTIFICATIONS

- 12.1. The SCHOOL DISTRICT certifies that the direct education costs of the courses offered as part of this Agreement are not being fully funded through other sources.
- 12.2. NOCCCD certifies that it has not received full compensation for the direct education costs for the conduct of the courses offered as part of this Agreement from other sources.
- 12.3. The SCHOOL DISTRICT agrees and acknowledges that NOCCCD will claim apportionment for the SCHOOL DISTRICT students enrolled in community college course(s) under this Agreement.
- 12.4. This Agreement certifies that any COLLEGE instructor teaching a course on a SCHOOL DISTRICT campus has not been convicted of any sex offense as defined in Ed Code § 87010 or as amended, or any controlled substance offense as defined in Ed Code § 87011 or as amended.
- 12.5. This Agreement certifies that any community college instructor teaching a course at the partnering school campus has not displaced or resulted in the termination of an existing schoolteacher teaching the same course on that school campus.
- 12.6. This Agreement certifies that a qualified schoolteacher teaching a course offered for college credit at a school campus has not displaced or resulted in the termination of an existing community college faculty member teaching the same course at the partnering community college campus.

13. RECORDS

- 13.1. Permanent records of student enrollment, grades, and achievement for SCHOOL DISTRICT students enrolled as COLLEGE students shall be maintained by COLLEGE.
- 13.2. Each party shall maintain records pertaining to this Agreement as may be required by federal and state law. Each party may review and obtain a copy of the other party's pertinent records subject to federal and state privacy statutes.
- 13.3. COLLEGE shall provide the SCHOOL DISTRICT with a roster of participants and their final grades.
- 13.4. Students who withdraw from a dual enrollment course will not receive any COLLEGE credit for work completed and must drop course(s) by published drop deadlines to avoid a "W" on their COLLEGE transcript.

14. PRIVACY OF STUDENT RECORD

- 14.1. COLLEGE and SCHOOL DISTRICT understand and agree that education records of students enrolled in a course and personally identifiable information contained in those educational records are subject to the Family Educational Rights and Privacy Act (FERPA) 20 U.S.C. § 1232g; 34 C.F.R. Part 99, including the disclosure provisions of § 99.30 and state law as set forth in Education Code §§ 49064 and 49076. COLLEGE and SCHOOL DISTRICT agree to hold all student education records generated pursuant to this Agreement in strict confidence and further agrees not to re-disclose such records except as authorized by applicable law or regulation or by the parent or guardian's prior written consent. (34 C.F.R. § 99.33 (a), (b); 34 C.F.R. § 99.34(b) and Education Code §§ 49064 and 49076.)

- 14.2. Limitation on Use. COLLEGE and SCHOOL DISTRICT shall use each student education record that they may receive pursuant to this Agreement solely for a purpose(s) consistent with their authority to access that information pursuant to Federal and State law, as may be as applicable. (34 C.F.R. § 99.31, 34 C.F.R. § 99.34, and Education Code § 49076.)
- 14.3. Recordkeeping Requirements. COLLEGE and SCHOOL DISTRICT shall comply with the requirements governing maintenance of records of each request for access to and each disclosure of student education records set forth under Title 34, Code of Federal Regulations § 99.32 and under Education Code § 49064 as applicable.
- 14.4. Acknowledgement of Receipt of Notice of FERPA Regulations. By signature of its authorized representative or agent on this Agreement, COLLEGE and SCHOOL DISTRICT hereby acknowledges that it has been provided with the notice required under 34 C.F.R. § 99.33(d) that it is strictly prohibited from re-disclosing student education records to any other person or entity except as authorized by applicable law or regulation

15. FINANCIALS

- 15.1. Any financial arrangements implied herein may be adjusted annually by a duly adopted written Amendment to this Agreement.

16. FACILITIES

- 16.1. The SCHOOL DISTRICT will provide adequate classroom space at its facilities, or other mutually agreed upon location, to conduct the instruction and do so without charge to NOCCCD or students. SCHOOL DISTRICT agrees to clean, maintain, and safeguard SCHOOL DISTRICT's premises. SCHOOL DISTRICT warrants that its facilities are safe and compliant with all applicable building, fire, and safety codes.
- 16.2. The COLLEGE facilities may be used subject to mutually agreement by the parties as expressed in the Appendix to this Agreement.

17. INDEMNIFICATION

- 17.1. **Liability.** The Parties agree to allocate potential liability between themselves with the intent that the SCHOOL DISTRICT shall be responsible for the acts and omissions of its own employees, and NOCCCD shall be responsible for the acts and omissions of its own employees, as specifically set forth below in Section 19.2, Mutual Indemnification.

- 17.2. Mutual Indemnification

- a. **NOCCCD Indemnity.** NOCCCD agrees to defend, indemnify and hold the SCHOOL DISTRICT its officers, employees, and agents harmless from and against any and all liability, loss, expense (including reasonable attorneys' fees) or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of NOCCCD, its officers, agents or employees.
- b. **SCHOOL DISTRICT Indemnity.** the SCHOOL DISTRICT agrees to defend, indemnify and hold the NOCCCD, its officers, employees and agents harmless from and against any and all liability, loss, expense (including reasonable attorneys' fees),

or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of the SCHOOL DISTRICT its officers, agents or employees or students(s) or other third parties that may come on the SCHOOL DISTRICT campuses.

18. INSURANCE

- 18.1. Each Party, at its sole cost and expense, shall insure its activities in connection with this Agreement by maintaining programs of self-insurance as follows:
- 18.2. **General Liability.** General Liability Insurance (including broad form property damage and contractual liability) with limits of liability not less than two million dollars (\$2,000,000) each occurrence, and five million dollars (\$5,000,000) annual aggregate. Insurance afforded by the SCHOOL DISTRICT commercial, or self-insurance general liability policy shall be endorsed to provide coverage to NOCCCD as an additional insured.
- 18.3. **Automobile Liability Insurance** with a limit liability of not less than \$1 million for each accident. Such insurance shall include coverage for all “owned,” “hired,” and “non- owned” vehicles, or coverage for “any auto.”
- 18.4. **Workers Compensation.** Workers’ Compensation coverage limits shall be as required under California State law.
- 18.5. **Additional Insurance.** Such other insurance in such amounts which from time to time may be reasonably required by the mutual consent of the SCHOOL DISTRICT and NOCCCD against other insurable risks relating to performance of this Agreement. The SCHOOL DISTRICT and NOCCCD may, in their own respective discretion obtain such other insurance or self-insurance as shall be necessary to insure it against any claim or claims for damages arising under the Agreement.
 - a. **Abuse-Molestation Insurance.** A policy of abuse-molestation insurance (“Abuse Policy”) that:
 - i. Is written on an “claims-made” basis;
 - ii. Has coverage limits of not less than \$2,000,000 per occurrence and \$5,000,000 aggregate.
 - iii. Provides coverage for direct and vicarious liability associated with sexual misconduct and other physical abuse, and for verbal, emotional, mental, and other non-physical abuse;
 - iv. Covers acts and omissions by, among others, the NOCCCD staff;
 - v. Provides coverage for the District prior to any determination that an accused abuser is guilty.
- 18.6. **Insurance and Limits of Liability.** It should be expressly understood, however, that the insurance coverages and limits required under this Section shall not in any way limit the liability of either Party.

- a. **Additional Insureds.** Each of the General Liability Policy, the Vehicle Liability Policy, and the Abuse Policy shall name (or be endorsed to name) as additional insureds in connection with this Agreement and the Consultants Services. NOCCCD, its Board and each individual member thereof, and the other officers, employees, and agents (collectively, but not including the NOCCCD, the “NOCCCD Agents”). The additional insured endorsements must be ISO form CG 2010 11/85 or alternative approved in advance by the NOCCCD, in its reasonable discretion. For purposes of this Section, and without otherwise limiting the NOCCCD’s discretion to determine an alternative to form CG 2010 11/85, a combination of ISO forms CG 2010 10/01 and CG 2037 10/01 shall be deemed an acceptable alternative to ISO form CG 2010 11/85.

19. NON-DISCRIMINATION

- 19.1. Neither the SCHOOL DISTRICT nor the COLLEGE shall discriminate based on race or ethnicity, gender, nationality, physical or mental disability, sexual orientation, religion, or any other protected class under California State or federal law.

20. TERMINATION

- 20.1. This Agreement may be terminated upon written notice by either Party as provided below. Such termination shall not be deemed to be a breach of this Agreement, nor shall it be deemed to be tortious conduct. Notification of termination must be submitted a minimum of six (6) months prior to the beginning of the semester for which it will be in effect. The effective date of termination shall be the end of the then current academic year to avoid unreasonable disruption to both Parties and their students.

21. MODIFICATION AND AMENDMENT

- 21.1. This Agreement may be amended only with the mutual consent of the Parties. All amendments must be in writing and must be approved by the Parties' respective governing Boards.

22. GOVERNING LAWS

- 21.2. This agreement shall be interpreted according to the laws of the State of California.

22. COMMUNITY COLLEGE DISTRICT BOUNDARIES

- 22.1. For locations outside the geographical boundaries of NOCCCD, COLLEGE will comply with the requirements of Title 5 of the California Code of Regulations, Sections 55300 et seq. or as amended, concerning approval of community college districts and use of non-district facilities.

23. SEVERABILITY

- 23.1. This Agreement shall be considered severable, such that if any provision or part of the Agreement is ever held invalid under any law or ruling, that provision or part of the Agreement shall remain in force and effect to the extent allowed by law, and all other provisions or parts shall remain in full force and effect.

24. COUNTERPARTS

- 24.1. This Agreement may be executed by the parties in separate counterparts, each of which when so executed and delivered shall be an original, but all such counterparts shall together constitute one and the same instrument.

25. NOTICES

- 25.1. Any and all notices required to be given hereunder shall be deemed given when personally delivered, electronically transmitted, or deposited in the U.S. Mail, postage to be prepaid, to the following addresses:

COLLEGE

Fullerton College
321 E. Chapman Avenue Fullerton, CA 92832
Attn: Dr. José Ramón Núñez, Vice President, Instruction

NOCCCD

North Orange County Community College District
1830 W. Romneya Dr., Anaheim, CA 92801
Attn: Dr. Jennifer Vega La Serna, Vice Chancellor, Educational Services
and Institutional Effectiveness

SCHOOL DISTRICT

Fullerton School District
1401 W Valencia Dr, Fullerton, CA 92833
Attn: Dr. Robert Pletka, Superintendent

26. INTEGRATION

- 26.1. This Agreement sets forth the entire agreement between the Parties relating to the subject matter of this Agreement. All agreements or representations, express or implied, oral, or written, of the Parties about the subject matter hereof are incorporated into this Agreement.

27. FORCE MAJEURE

- 27.1. Neither party shall be responsible for delays or failure in performance resulting from acts beyond the control of such parties. Such acts shall include, but not be limited to, Acts of God, labor disputes, civil disruptions, acts of war, epidemics, fire, electrical power outages, earthquakes, or other natural disasters.

Executed on: _____

FULLERTON SCHOOL DISTRICT

By: _____
Dr. Robert Pletka
Superintendent

FULLERTON COLLEGE

By: _____
Dr. José Ramón Núñez
Vice President, Instruction

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

By: _____
Dr. Byron D. Clift Breland
Chancellor

North Orange County Community College District Board Meeting: *July 22, 2025*
School District Board Meeting: *August 19, 2025*

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

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

5.a.1

Item No.

RESIGNATION

Becerra, Rosio	FC	Interim Dean, Student Support Services Last Date of Employment: 07/14/2025 PN FCM975
----------------	----	--

NEW PERSONNEL

Fernandez Marquez, Luz	NOCE	Counselor, Counseling and Student Services First Year Probationary Contract Class B, Step 1 Eff. 07/01/2025 PN SCF976
------------------------	------	---

Flores, Ryan	FC	Ceramics Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/21/2025 PN FCC775
--------------	----	--

Franklin, Michael	CC	Computer Information Systems Instructor First Year Probationary Contract Class B, Step1 Eff. 08/21/2025 PN CCF682
-------------------	----	---

Gonzales-Harwell, Brianna	CC	Counselor, Kinesiology First Year Probationary Contract Class B, Step 1 Eff. 07/01/2025 PN CCF898
---------------------------	----	---

McFee, Jacob	FC	Construction Technology Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/21/2025 PN FCF568
--------------	----	---

Meza, Victor	FC	Librarian First Year Probationary Contract Class B, Step 1 Eff. 08/21/2025 PN FCF570
--------------	----	--

Academic Personnel
July 22, 2025

Okamura, Kayley	CC	Ethnic Studies Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/21/2025 PN CCF683
Ramirez, Michelle	FC	Child Development Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/21/2025 PN FCF571
Rangel, Rosemary	CC	Counselor, Puente Program Second Year Probationary Contract Class B, Step 11 Eff. 07/01/2025 PN CCF849
Salcedo, Donald	FC	Ethnic (Native American) Studies Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/21/2025 PN FCF572

PROMOTION

Fierro, Deniz	FC	Director, Educational Partnerships & Programs, Promise
	To:	Director, EOPS/CARE/CalWORKS 12-month position (100%) Range 24, Step G + Doctoral Stipend Management Salary Schedule Eff. 07/01/2025
Rodriguez, Jeanette	FC	Instructor, Speech
	To:	Dean, Humanities 12-month position (100%) Range 32, Step B Management Salary Schedule Eff. 07/01/2025

Academic Personnel
July 22, 2025

Tang, Kim	NOCE	Manager, NOCE Career Technical Education
	To:	Associate Dean I, Career Technical Education
		12-month position (100%)
		Range 25, Step E
		Management Salary Schedule
		Eff. 07/01/2025

EXTENSION OF TEMPORARY MANAGEMENT CONTRACT

Rocha, Sandra	CC	Interim Director, Educational Partnerships & Programs/ SEM
		Range 20, Column A
		Management Salary Schedule
		Eff. 07/01/2025 - 07/31/2025

CHANGE IN SALARY CLASSIFICATION

Alcala, Jessica	FC	Counselor
		From: Class E, Step 15
		To: Class F, Step 15
		Eff. 07/01/2025

Clark, Arielle	NOCE	ESL Instructor (ADJ)
		From: Column 1, Step 1
		To: Column 2, Step 1
		Eff. 05/19/2025

De La Cerda, Kristina	NOCE	DSS Counselor
		From: Class B, Step 21
		To: Class C, Step 21
		Eff. 07/01/2025

Franko, Sara	NOCE	Basic Skills Instructor
		From: Class B, Step 1
		To: Class E, Step 10
		Eff. 08/07/2025

Griffin, James	CC	Chemistry Instructor
		From: Class B, Step 1
		To: Class F, Step 2
		Eff. 08/21/2025

Academic Personnel
July 22, 2025

Hernandez Jr., Mario	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 07/01/2025
Krebs, Yvette	NOCE	Counselor From: Class D, Step 19 To: Class E, Step 19 Eff. 07/01/2025
Perez, Fernando	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 05/19/2025
Rasch, Kaylan	FC	Counselor From: Class D, Step 10 To: Class E, Step 10 Eff. 07/01/2025
Sanchez, Adrienne	CC	Counselor-DSS From: Class B, Step 11 To: Class C, Step 11 Eff. 07/01/2025
Scott, Alexander	FC	Sociology Instructor (ADJ) From: Column 1, Step 1 To: Column 3, Step 1 Eff. 08/25/2025
Sousa, Casey	NOCE	Counselor From: Class E, Step 12 To: Class F, Step 12 Eff. 07/01/2025
Stanojkovic, Ivan	NOCE	DSPS NC Instructor From: Class B, Step 1 To: Class E, Step 9 Eff. 08/07/2025
Taylor, Jewell	FC	Counselor, Umoja From: Class B, Step 1 To: Class B, Step 5 Eff. 08/21/2025

Academic Personnel
July 22, 2025

Tovar, Ana	FC	Counselor From: Class C, Step 18 To: Class D, Step 18 Eff. 07/01/2025
Urrutia, Jose	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 05/19/2025

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Cassens, Treisa	CC	Dean, Library/ Learning Resource & ISPS 10% Stipend Eff. 07/01/2025-06/30/2026
Gamboa, Jorge	FC	Dean, Social Sciences 5% Stipend Eff. 07/01/2025-06/30/2026
Preston, Colin	CC	Dean, Kinesiology/ Athletics 10% Stipend Eff. 07/01/2025-06/30/2026

ADDITIONAL DUTY DAYS @ PER DIEM

Cherney, Julia	CC	Director, Dental Hygiene	9 days
----------------	----	--------------------------	--------

LEAVE OF ABSENCE

@01417928	CC	Medical Leave of Absence Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 05/27/2025 – 07/30/2025 (Consecutive Leave)
Barsamian, Aram	FC	Music Instructor Load Banking Leave With Pay (1.66%) Eff. 2025 Fall Semester
Borla, Linda	CC	English Instructor Load Banking Leave With Pay (40.00%) Eff. 2025 Fall Semester

Academic Personnel
July 22, 2025

Chiaromonte, Thomas	FC	Early Childhood Education Instructor Load Banking Leave With Pay (100.00%) Eff. 2025 Fall Semester
Cho, Leonard	FC	Mathematics Instructor Load Banking Leave With Pay (34.00%) Eff. 2025 Fall Semester
Clahane, Dana	FC	Mathematics Instructor Load Banking Leave With Pay (100.00%) Eff. 2025 Fall Semester
Dedmon, Nicola	FC	Music Instructor Load Banking Leave With Pay (40.00%) Eff. 2025 Fall Semester
Ikeda, Nancy	FC	Mathematics Instructor Load Banking Leave With Pay (46.67%) Eff. 2025 Fall Semester
Menton, Allen	FC	Music Theory/Composition Instructor Load Banking Leave With Pay (13.33%) Eff. 2025 Fall Semester
Nobles, Stephanie	FC	Chemistry Instructor Load Banking Leave With Pay (100.00%) Eff. 2025 Fall Semester
Price, Renee	FC	Mathematics Instructor Load Banking Leave With Pay (6.67%) Eff. 2025 Fall Semester
Putman, Elizabeth	FC	Nursing Instructor Load Banking Leave With Pay (60.00%) Eff. 2025 Fall Semester
Salcedo, Joel	FC	Communication Studies Instructor Load Banking Leave With Pay (20.00%) Eff. 2025 Fall Semester
Trevino, Joseph	CC	Mathematics Instructor Load Banking Leave With Pay (100.00%) Eff. 2025 Fall Semester

Academic Personnel
July 22, 2025

Woolridge, Nancy	FC	Computer Information Systems Instructor Load Banking Leave With Pay (26.67%) Eff. 2025 Fall Semester
------------------	----	--

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2025 SUMMER INTERSESSION

Duong, Lisa	CC	Column 1, Step 1
Horner, Julian	NOCE	Column 1, Step 1
Keller, Jonthan	NOCE	Column 1, Step 1
Meinardus, Ryan	FC	Column 1, Step 1
Vandiver, Jason	FC	Column 1, Step 2

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2025 FALL SEMESTER

Kelleher, Ina	FC	Column 3, Step 1
Kim, Kenneth	FC	Column 3, Step 1
Le, Kenny P.	FC	Column 2, Step 1
Lim, Andy	FC	Column 3, Step 1
Ochoa-Springer, Liliana	FC	Column 1, Step 1
Quiche, Wendy	CC	Column 1, Step 1
Shim, Hyungoun	CC	Column 1, Step 1
Takahashi, Taiga	FC	Column 1, Step 1
Torres, Franco	FC	Column 3, Step 1
Van Der Sluys, Jaime	CC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Singh, Porscha	CC	Column 1, Step 1
----------------	----	------------------

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Ackerman, Lee	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Aguirre, Miguel	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Amirianfar, Elijah	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Arambula, Michael	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025

Academic Personnel
July 22, 2025

Awad, Abigail	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 25 hours Eff. 06/18/2025-07/31/2025
Ayala, Eddie	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Ayala, Eduardo	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Ayala, Eduardo	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Baltazar, Audrey	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Bates, Benjamin	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Bates, Benjamin	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Benson, Colleen	NOCE	@ONE Online Teaching Certificate Stipend not to exceed \$250.00 Eff. 04/21/2025-04/29/2025
Blumer, Collette	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Bonakdar, Mehrdad	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Bonakdar, Mehrdad	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025

Academic Personnel
July 22, 2025

Bonakdar, Mehrdad	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Boyd, Porsha	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Briseno, Andrea	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Brown, Debra	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Byrnes, Tim	FC	Zero Textbook Cost OER - First Course Stipend not to exceed \$1,000.00 Eff. 06/30/2025
Byrnes, Tim	FC	Zero Textbook Cost OER - Second Course Stipend not to exceed \$750.00 Eff. 06/30/2025
Byrnes, Tim	FC	Zero Textbook Cost OER - Third Course Stipend not to exceed \$500.00 Eff. 06/30/2025
Cabral, Fatima	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Cappuccio, Katie	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Carmona, Mirta	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Castillo, Esther	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025

Academic Personnel
July 22, 2025

Caudillo, Roberto	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Chan, Erick	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Chang, Kin Sheng	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Chang, Kin Sheng	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Claassen, Mareike	FC	Zero Textbook Cost DEIAA - First Course Stipend not to exceed \$3,000.00 Eff. 06/22/2025
Cobb, Tonya	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Conlon, Jake	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Curcio, Laura	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Curcuruto, Jordan	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
De La Torre, David	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
De La Torre, David	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025

Academic Personnel
July 22, 2025

Do, Coco	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Duarte , Cirilo	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Durango, Damian	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Farol, Ron	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Ferrandiz, David	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Ferrandiz, David	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Flores, Cassandra	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Flores, Cassandra	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Flores, Kailey	NOCE	@ONE Online Teaching Certificate Stipend not to exceed \$250.00 Eff. 05/10/2025-05/20/2025
Fraidany, Apollo	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Gamboa, Robert	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025

Academic Personnel
July 22, 2025

Garcia, Michael	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Ghidella, Devin	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Goldstein, David	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Gomez, Tanya	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Gray, Sarah	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Green, LaToya	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Gutierrez, Ruth	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Hart Suarez, Sonia	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Hartman, Deanna	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Hartman, Deanna	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Hartnett, Devyn	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025

Academic Personnel
July 22, 2025

Hartnett, Devyn	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Hester, Tracy	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Hoang, Thanh	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Hoang, Thanh	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Hoang, Thanh	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Holbrook, Taylor	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Horton, Khyla	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Hosseini, Sadreddin	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Huynh, Trizze	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Huynh, Trizze	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Huynh, Trizze	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025

Academic Personnel
July 22, 2025

Ikeda, Nancy	FC	Zero Textbook Cost DEIAA - First Course Stipend not to exceed \$3,000.00 Eff. 06/03/2025
Ikeda, Nancy	FC	Zero Textbook Cost DEIAA - Second Course Stipend not to exceed \$1,500.00 Eff. 06/03/2025
Ikeda, Nancy	FC	Zero Textbook Cost OER - Third Course Stipend not to exceed \$500.00 Eff. 06/03/2025
Jamali, Shirin	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Ji, Vivian	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Jo, Jeannie	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 30 hours Eff. 06/18/2025-07/31/2025
Jordan, Blake	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Juarez-Pinedo, Rodolfo	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Jure, Josiah	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Kass, Darcie	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Kirkwood, Kyra	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025

Academic Personnel
July 22, 2025

Kuzmenko, Nadiia	NOCE	@ONE Online Teaching Certificate Stipend not to exceed \$250.00 Eff. 04/20/2025-04/29/2025
Lara, Esteban	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Lara, Esteban	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Lara, Esteban	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Larson, Chris	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
LaTour, Jesse	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Lindquist, Zachary	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Loney, Laura	FC	Zero Textbook Cost DEIAA - First Course Stipend not to exceed \$3,000.00 Eff. 06/06/2025
Lopez, Romana	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Lord, Cristina	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Loudon, Joshua	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025

Academic Personnel
July 22, 2025

Lucas, Devorah	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Lundahl, Christine	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Lundahl, Christine	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Maldonado, Lizbeth	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Margo, Jacqueline	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Margo, Jacqueline	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Margo, Jacqueline	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Margo, Jaqueline	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Masl, Sonya	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Matsumiya, Teresa	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Matsumiya, Teresa	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025

Academic Personnel
July 22, 2025

Matsumiya, Teresa	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Matsuya, Cassandra	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Matthews, Craig	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
McArthur, Ariana	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
McLaren , Erin	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Mendoza, Armando	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 33 hours Eff. 06/20/2025-07/08/2025
Meyer, Walter	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Miller, Jessica	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Mizushima, Haley	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Montero, Vanessa	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Morales, Katherine	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025

Academic Personnel
July 22, 2025

Moreno-Terrill, Steven	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Moulton, Renee	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Mungaray, Sally	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Nguyen, Field	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Nguyen, John	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Nguyen, Thi	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Nia, Halleh	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Obrite, Patty	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Olander, Chavva	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Omidasalar, Alejandro	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Ortiz, Luke	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025

Academic Personnel
July 22, 2025

Parmar, Shivani	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Passman, Alan	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Patton, Katie	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Perlis, Shelby	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Pham, Anh Mai	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Pham, Anh Mai	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Pham, Anh Mai	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Phan, Huyvu	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Pietrzak, Edyta	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Plaza-Uriostegui, Joanna	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Politanoff, Ashton	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025

Academic Personnel
July 22, 2025

Powell, Laura	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Qu, Geng	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Ramirez, Christina	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Ramos, David	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Ramos, David	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Raval, Gira	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Ray, Eric	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Reeves, Mallory	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Reyes, Alexander	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Richards, Heather	FC	Humanities Adjunct Professional Learning Day Stipend not to exceed \$120.00 Eff. 06/24/2025
Riley, Marc	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025

Academic Personnel
July 22, 2025

Riley, Marc	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Robertson, Alison	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Rodriguez, Eric	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Rodriguez, Teddy	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Rosales, Kimberly	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Ruff, Brianna	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Sanchez Landeros, Belinda	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Sayyadi, Leila	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Sayyadi, Leila	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Sayyadi, Leila	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Segovia, Ronal	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025

Academic Personnel
July 22, 2025

Semichy, Joslyn	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Sharp, Cara	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Sifuentes, Michelle	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Smith, Steve	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Solorzano, Alejandra	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Solorzano-Uribe, Alejandra	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Solorzano-Uribe, Alejandra	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Stahl-Kovell, Daniel	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Syed, Amena	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Tanaka, Renee	NOCE	@ONE Online Teaching Certificate Stipend not to exceed \$250.00 Eff. 04/20/2025-04/28/2025
Tapia, Jessica	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025

Academic Personnel
July 22, 2025

Thompson, Kimberly	NOCE	Get Safe Workshop Stipend not to exceed \$80.00 Eff. 05/15/2025
Torres, Angel	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Torres, Selene	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Tran, Stephanie	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Tress, Marguerite	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Tress, Marguerite	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Trinh, Hung	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Trinh, Hung	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Trinh, Hung	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Troy, Kathleen	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 25 hours Eff. 06/18/2025-07/31/2025

Academic Personnel
July 22, 2025

Valentine, Marie	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Valentine, Marie	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Valentine, Marie	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Vescial, Keith	CC	English/ ESL Peer Tutor Faculty Orientation Stipend not to exceed \$160.00 Eff. 08/19/2025
Villa Rosales, Elizabeth	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Vo, PhuongThao	FC	Math 130/131 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Vo, Phuongthao	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Vo, Phuongthao	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Way, Chase	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Weil, Alex	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025
Wilkinson, David	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/12/2025

Academic Personnel
July 22, 2025

William, Mittler	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Williams, Jacob	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Wong, Jessica	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Not to exceed 9 hours Eff. 06/01/2025-06/16/2025
Wu, Xiali	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Yim, Jean	FC	Adjunct Professional Learning Day Stipend not to exceed \$260.00 Eff. 08/13/2025
Zhang, Zhongyuan	FC	Math 140 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025
Zhang, Zhongyuan	FC	Math 151 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/10/2025

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Classified Personnel

Action	<u>X</u>
Resolution	<u> </u>
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

5.b.1

Item No.

Classified Personnel
July 22, 2025

RESIGNATIONS

Barela-Perez, Katarina	FC	Special Projects Director, Basic Needs (100%) Last Date of Employment: June 26, 2025 PN FCT577
Beck, Megan	FC	Admissions and Records Analyst (100%) Late Date of Employment: August 7, 2025 PN FCC865
Bringman, Christopher	AC	Groundskeeper (100%) Last Date of Employment: July 9, 2025 PN DEC937
Cornejo, Dolores	FC	EOPS Program Coordinator (100%) Last Date of Employment: May 31, 2025 PN FCC767
Getino, Brandon	AC	IT Security Analyst/System Administrator (100%) Last Date of Employment: July 24, 2025 PN ISC973
Lopez, Cecelia	NOCE	Administrative Assistant II, ESL (100%) Last Day of Employment: June 30, 2025 PN SCC818

NEW PERSONNEL

Carreno, Janet	NOCE	Admissions and Records Technician 12-month position (100%) Range 33, Step E Classified Salary Schedule Eff. 08/04/2025 PN SCC960
Cisneros, Lisa	CC	Financial Aid Technician 12-month position (100%) Range 36, Step C Classified Salary Schedule Eff. 08/15/2025 PN CCC849

Classified Personnel
July 22, 2025

Del Castillo, Sean	CC	Special Projects Coordinator, Financial Aid Outreach Temporary Management Position (100%) Range 1, Special Project Position Daily Rate Schedule Eff. 07/23/2025 – 06/30/2026 PN CCT688
Johnson, Nathan	CC	Laboratory Technician/Health Science 12-month position (100%) Range 36, Step C Classified Salary Schedule Eff. 08/01/2025 PN CCC673
O'Connell, Ryan	CC	Manager, International Student Program 12-month position (100%) Range 15, Column E Management Salary Schedule Eff. 08/18/2025 PN CCM964
Wu, Vinnie	FC	Senior Research & Planning Analyst 12-month position (100%) Range 57, Step B + Doctorate Classified Salary Schedule Eff. 08/18/2025 PN FCC581

REHIRES

Apuntar, Janelle	NOCE	Special Projects Coordinator, LEAP Outreach Temporary Management Position (100%) Range 1, Special Project Position Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN SCT123
Deacy, Tyler	AC	Special Projects Director, District Sustainability Temporary Management Position (100%) Range 3, Special Project Position Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN DET984

Classified Personnel
July 22, 2025

Justiniani, Erick	NOCE	Special Project Coordinator, DSS Customized Employment Specialist Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN SCT930
Mulholland, Grainne	FC	Special Projects Director, Health Center Temporary Management Position (31.41%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT983

PROMOTION

Lemos, Donny	CC	Facilities Custodian II 12-month position (100%) PN CCC661 To: Skilled Maintenance Assistant 12-month position (100%) Range 34, Step C Classified Salary Schedule Eff. 07/15/2025 PN CCC909
--------------	----	---

VOLUNTARY CHANGES IN ASSIGNMENT

Asavakulpanus, Nipa	AC	District Accounting Specialist (100%) Temporary Change in Assignment To: District Accounting Analyst 12-month position (100%) Range 55, Step A + 5% Longevity + PGD Classified Salary Schedule Eff. 07/01/2025 – 12/31/2025 PN DEC907–TR
Felipe, Victoria	CC	Administrative Assistant II (50%) Temporary Increase in Percent Employed From: 50% To: 100% Eff. 07/01/2025 – 06/30/2026 PN CCC685

Classified Personnel
July 22, 2025

Hernandez, Carolina	NOCE	Admissions and Records Specialist (100%) Temporary Change in Assignment To: Curriculum Specialist 12-month position (100%) Range 40, Step D + 5% Longevity + PG&D Classified Salary Schedule Eff. 07/15/2025 – 12/31/2025 PN SCC891 – TR
Jairam, Marbelly	CC	Curriculum Specialist (100%) Temporary Change in Assignment To: Interim Director, Career Technical Education 12-month position (100%) Range 15, Column A Management Salary Schedule Eff. 07/01/2025 – 06/30/2026 PN CCC950 -TR
Lagunas, Vanesa	NOCE	Instructional Assistant, ESL 12-month position (40%) PN SCC991 Permanent Lateral Transfer To: NOCE Administrative Assistant II, ESL Range 36, Step C 12-month position (100%) Eff. 08/01/2025 PN SCC818
Le, Lynn	AC	District Accounting Specialist (100%) Temporary Change in Assignment To: CC Interim Manager, Campus Accounting 12-month position (100%) Range 16, Column A + PG&D Management Salary Schedule Eff. 07/01/2025 – 06/30/2026 PN CCM987 – TR

Classified Personnel
July 22, 2025

Lee, Rebekah	NOCE	Testing and Assessment Specialist (100%) Temporary Change in Assignment To: FC Administrative Assistant II Range 36 , Step E Classified Salary Schedule Eff. 08/01/2025 PN FCC555-TR
Linhares, John	CC	Groundskeeper (100%) Return to Regular Assignment Eff. 08/01/2025 PN CCC779
Nava, Crystal	NOCE	Student Services Technician 12-month position (100%) PN SCC873 To: CC Administrative Assistant I, CTE 12-month position (100%) Range 33, Step E + 5% Longevity + PG&D Classified Salary Schedule Eff. 07/01/2025 – 09/30/2025 PN CCC690 – TR
Salazar, Melisa	NOCE	Administrative Assistant II (100%) Return to Regular Assignment Eff. 07/16/2025 PN SCC880
Travaglia, Domenic	CC	Equipment Operator (100%) Temporary Change in Assignment To: Grounds Coordinator 12-month position (100%) Range 38, Step C + 20% Longevity Classified Salary Schedule Eff. 08/01/2025 – 06/30/2026 PN CCC904 – TR

Classified Personnel
July 22, 2025

Williams, Adrienne	CC	Administrative Assistant I, Business & CIS (100%) Extension of Temporary Change in Assignment To: Executive Assistant II, VPAS 12-month position (100%) Range 44, Step A Classified Salary Schedule Eff. 07/01/2025 – 08/14/2025 PN CCC677 – TR
--------------------	----	--

REASSIGNMENT

Ramirez, Daisy	CC	Research Analyst 12-month position (100%) Range 52, Step D + Doctorate PN CCC668 To: CC Senior Research and Planning Analyst 12-month position (100%) Range 57, Step D + Doctorate Classified Salary Schedule Eff. 06/01/2025 – 06/30/2025 Eff. 07/01/2025 – 12/31/2025 PN CCC668 – TR
----------------	----	--

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Bhari, Sony	AC	Accounting Technician (100%) 6% Stipend Eff. 07/01/2025 – 12/31/2025 PN DEC971
Esquivel, Roland	NOCE	Campus Safety Coordinator 8% Stipend Eff. 07/01/2025 – 09/30/2025 PN SCC849
Ha, Huy	AC	Accounting Technician (100%) 6% Stipend Eff. 07/01/2025 – 12/31/2025 PN DEC998
Legaspi, Connie	CC	Administrative Assistant I, Business/CIS (100%) 6% Stipend Eff. 07/01/2025 – 06/30/2026

Classified Personnel
July 22, 2025

Martinez, Marcela	CC	Administrative Assistant I, Language Arts (100%) 6% Stipend Eff. 07/01/2025 – 06/30/2026
Nava, Crystal	CC	Administrative Assistant I, CTE & Grants (100%) 6% Stipend Eff. 07/01/2025 – 09/30/2025
Pham, Valezrina	CC	Administrative Assistant I, SEM Division (100%) 6% Stipend Eff. 07/01/2025 – 06/30/2026
Sontag, Dawn	CC	Administrative Assistant I, Health Science Div. (100%) 6% Stipend Eff. 07/01/2025 – 06/30/2026
Valera, Nancy	AC	Accounting Technician (100%) 6% Stipend Eff. 07/01/2025 – 12/31/2025 PN DEC946

LEAVES OF ABSENCE

@01546188	FC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 6/6/2025 – 7/9/2025 (Consecutive Leave)
@02051968	CC	Unpaid Personal Leave Eff. 06/16/2025 (2 hours), 06/17/2025, 06/18/2025 & 06/26/2025
@01925813	FC	Unpaid Personal Leave Eff. 07/28/2025 – 08/11/2025
@00238969	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 7/18/2025 – 8/15/2025 (Consecutive Leave)
@01643905	FC	Family Medical Leave (FMLA/PDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 7/28/2025 – 9/5/2025 (Consecutive Leave)

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

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

B. V. Dipt Brühl

Approved for Submittal

5.c.1

Item No.

Professional Experts
July 22, 2025

PROFESSIONAL EXPERTS

Name	Site	Job Classification	Project Title	Max Permitted Hours per Week	Begin	End
Abdelfatah, Ameera	NOCE	Project Expert I	CASAS Test Proctor	15	01/05/2026	05/22/2026
Abdul-Karim, Naeemah	FC	Project Coordinator	Fullerton College Food Bank	26	07/01/2025	06/05/2026 Intermittent
Acosta, Ramon	CC	Project Expert I	24/25 SWP Regional Advanced Transportation	25	05/27/2025	06/13/2025
Alba, Alondra	FC	Project Expert II	Student Success Advocate	25	08/04/2025	06/19/2026 Intermittent
Alizadeh, Rassoul	CC	Technical Expert II	Cybersecurity Education	26	07/01/2025	06/30/2026
Alva, Jessica	NOCE	Project Coordinator	Workability III Vocational Specialist	26	07/01/2025	06/30/2026 Intermittent
Apodaca, Anthony	FC	Project Expert I	A&R Support in Hornet Resource Center Project	26	07/01/2025	12/19/2025
Awad, Abigail	CC	Technical Expert II	Professional Development Support	10	07/01/2025	08/24/2025
Azizi, Tina	CC	Project Expert II	AB928 Transfer Pathways – UC/CSU Transfers	10	06/27/2025	06/30/2025
Azizi, Tina	CC	Project Expert II	AB928 Transfer Pathways – UC/CSU Transfers	10	07/01/2025	08/30/2025
Barba, Yolanda	NOCE	Project Coordinator	Industry Certification and Badging	26	07/14/2025	06/12/2026 Intermittent
Barnes, Cody	FC	Project Expert I	Cybersecurity Lab Operations	16	08/18/2025	12/19/2025
Beltran, Arantxa	FC	Project Coordinator	Project Lead	26	07/07/2025	06/12/2026 Intermittent
Brenes Martinez, Yellckin	NOCE	Project Expert II	Student Support Project Expert	26	07/01/2025	06/19/2026 Intermittent
Buggs, Charlene	CC	Project Coordinator	Project Coordinator	26	08/6/2025	06/19/2026 Intermittent
Cabrera, Abigal	FC	Project Expert II	Student Success Advocate	25	08/04/2025	06/19/2026 Intermittent
Cadilli, Jolina	CC	Project Coordinator II	Equitable Placement Project Coordinator	26	07/01/2025	08/18/2025
Cano, Juan	FC	Project Expert I	Marketing and Events Advocate	26	07/07/2025	06/05/2026 Intermittent
Cardona Ballesteros, Juan	NOCE	Project Expert I	Student Success Navigators	26	07/09/2025	11/21/2025
Cardona Ramirez, Yuri	NOCE	Project Expert I	Student Support Project Expert	26	07/01/2025	06/13/2026 Intermittent

Professional Experts
July 22, 2025

Castellanos, Kenneth	FC	Assistant Coach 4	Assistant Coach to Intercollegiate Team	26	06/14/2025	06/30/2025
Castrejon, Edwin	NOCE	Project Coordinator	ESL Community Liaison	26	07/01/2025	09/26/2025
Cheng, Andrew	CC	Project Expert II	Reorg of VPAS and Business Office	26	07/07/2025	06/30/2026 Intermittent
Clasby, Candice	FC	Technical Expert II	CoRE Faculty Facilitator	25	07/01/2025	07/31/2025
Clifton, Antonio	FC	Assistant Coach 1	Assistant Coach to Intercollegiate Team	26	07/07/2025	12/13/2025
Cornwell, Brooke	FC	Project Expert I	Droe Pilot	10	07/07/2025	12/13/2025
Costello, Jeanne	FC	Technical Expert II	Guided Pathways Faculty Coordinator Summer Contract	40	07/01/2025	08/23/2025
Crumble, Danny	CC	Project Expert I	Legacy Outreach	26	05/24/2025	06/08/2025
Cruz, Jethro	AC	Project Expert II	Procurement New Fiscal Year Project	26	07/01/2025	10/31/2025
Cruz, Jethro	AC	Project Expert II	Procurement New Fiscal Year Project	26	03/02/2026	06/30/2026
Cruz, Ruben	FC	Project Expert II	Student Success Advocate	25	08/04/2025	06/19/2026 Intermittent
Curiel, Ivan	NOCE	Project Coordinator	CSP Vocational Specialist	26	07/01/2025	06/12/2026 Intermittent
Danielsen, Marissa	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Dimitratos, Spiridon	FC	Technical Expert II	SWF Management and Support	13	05/27/2025	06/30/2025
Edmonssallamy, Marwa	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/25/2025
Edwards, Arnette	FC	Technical Expert II	Distance Education Division Representative	20	06/01/2025	06/30/2025
Edwards, Tom	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Elbettar, Noah	CC	Project Expert I	College Transitional Leader	26	07/23/2025	06/30/2026 Intermittent
Elias, Jocelynn	FC	Project Expert II	Dual Enrollment Success Coach	26	07/01/2025	08/31/2025
Embleton, Melissa	NOCE	Project Coordinator	Workability III Vocational Specialist	26	08/05/2025	06/30/2026 Intermittent
Encinas Gutierrez, Diana	NOCE	Project Coordinator	ESL Community Liaison	26	07/07/2025	09/12/2025
Eom, Ye Na	CC	Project Expert I	25Live Project	26	07/21/2025	06/12/2026 Intermittent
Escobar, William	FC	Project Expert II	Project Specialist – Student Life and Leadership	26	07/28/2025	06/12/2026 Intermittent

Professional Experts
July 22, 2025

Fallon, Jordan	FC	Project Expert II	Project Specialist to provide program support for associated student office	26	08/11/2025	06/17/2026 Intermittent
Fleck, Jordan	CC	Assistant Coach 5	Assistant Coach to Intercollegiate Team	26	06/02/2025	06/30/2025
Floerke, Brandon	FC	Technical Expert II	Faculty Coordinator	10	07/01/2025	08/20/2025
Flores, Ahtziri	FC	Project Expert I	SARS Data Project Expert	26	08/04/2025	06/30/2026 Intermittent
Flores, Rodrigo	FC	Assistant Coach 3	Assistant Coach to Intercollegiate Team	26	07/07/2025	12/13/2025
Flores, Steve	FC	Project Coordinator	Special Programs Project Coordinator	26	07/01/2025	06/28/2026 Intermittent
Flores-Cruz, Nicole	FC	Project Expert I	Career Center Project Expert	26	07/14/2025	06/04/2026 Intermittent
Flores-Fregozo	FC	Project Coordinator	SARS Data Project Coordinator	26	07/01/2025	06/21/2026 Intermittent
Franko, Sara	NOCE	Technical Expert II	Lab & Curriculum Evaluation Project	26	07/09/2025	07/29/2025
Friedman, Courtney	NOCE	Technical Expert II	DSS Summer Curriculum Development	12	07/12/2025	08/07/2025
Fu, Agnes	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Garcia, Melissa	FC	Project Expert III	Puente Project Expert III	26	07/01/2025	06/25/2026
Garcia, Michael	NOCE	Technical Expert II	DSS Summer Curriculum Development	12	07/12/2025	08/07/2025
Garcia, Nevin	NOCE	Project Expert I	Student Technology Services Support Technician	26	06/25/2025	06/30/2025
Giron, Abigail	NOCE	Project Coordinator	CSP Vocational Specialist	26	07/01/2025	08/30/2025
Gonzales, Samson	CC	Project Expert II	Student Advocate, Cypress College	26	07/01/2025	06/30/2026 Intermittent
Gonzalez, Kimberly	NOCE	Project Coordinator	CSP Retention Specialist	26	07/01/2025	06/14/2026 Intermittent
Gonzalez Cortes, Melisa	NOCE	Project Expert I	Student Success Navigator	26	06/25/2025	06/30/2025
Gonzalez Cortes, Melisa	NOCE	Project Expert I	Student Success Navigator	26	07/23/2025	12/19/2025 Intermittent
Gould, Sam	CC	Technical Expert II	SWP Kinesiology Integrative Health & Wellness	26	06/02/2025	06/30/2025 Intermittent
Gradillas, Natalia	FC	Project Expert I	A&R Support in Hornet Resource Center Project	26	07/01/2025	12/19/2025
Grote, Silvie	CC	Technical Expert II	24/25 SWP Kinesiology Integrative Health & Wellness	5	05/26/2025	06/30/2025
Grote, Silvie	CC	Technical Expert II	24/25 Building Regional Community Health	15	07/14/2025	08/20/2025

Professional Experts
July 22, 2025

Grunbaum, Alexander	NOCE	Project Coordinator	Retention Specialist	26	07/01/2025	06/30/2025 Intermittent
Guajardo, Moriah	NOCE	Project Manager	CSP Program Manager	26	07/01/2025	07/31/2025
Gutierrez, Ruth	CC	Technical Expert II	Summer Bridge Transfer	12	05/02/2025	06/30/2025
Gunawan, Carissa	FC	Assistant Coach 2	Assistant Coach to Intercollegiate Team	26	07/07/2025	03/13/2026
Ha, An	NOCE	Project Expert I	Campus Communications PE – Mktg Navigator	26	07/01/2025	12/30/2025
Imaku, Brittany	CC	Project Manager	Mohr Hoops Summer Camp	26	06/18/2025	06/30/2025
Izadi, Behzad	CC	Technical Expert II	Cybersecurity Education	26	07/01/2025	06/30/2026
Jimenez, Crystal	NOCE	Project Expert I	Student Success Navigator	26	07/09/2025	11/21/2025
Jones, Abram	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Jones, Sarah	CC	Technical Expert II	Summer Bridge Transfer	12	05/02/2025	06/30/2025
Juarez, Anita	FC	Technical Expert II	Student Equity and Achievement (SEA) Plan	10	07/01/2025	08/14/2025
Khan, Nadia	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/01/2025
Kim, Brandi	FC	Project Expert II	Food Bank Project Expert	26	07/01/2025	06/30/2026 Intermittent
Kim, Lena	FC	Technical Expert II	Music Department Collaborative Accompanist	8	06/23/2025	06/30/2025
Klimmek, Kelly	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Koeppel, Liana	CC	Technical Expert II	Guided Pathways Faculty Co-Chair	40	07/01/2025	08/22/2025
Kruegel, Andrea	FC	Project Coordinator	Student Services Project Coordinator	26	07/06/2025	05/20/2026 Intermittent
Landa, Cynthia	NOCE	Project Coordinator	CSP Vocational Specialist	26	07/07/2025	6/30/2025 Intermittent
Lasater, John	CC	Technical Expert II	Perkins V Air Conditioning and Refrigeration	10	07/07/2025	08/04/2025
Lazarus, Laura	FC	Technical Expert II	CoRE Faculty Facilitator	25	07/01/2025	07/31/2025
Le, Britney	CC	Project Expert II	Program Assistance	26	08/11/2025	06/30/2025 Intermittent
Letcher, Annette	CC	Technical Expert II	Summer Bridge Transfer	12	05/02/2025	06/30/2025
Lloyd, Taylor	FC	Assistant Coach 1	Assistant Coach to Intercollegiate Team	26	07/07/2025	03/13/2026
Lopez, Davd	FC	Technical Expert II	CoRE Faculty Facilitator	25	07/01/2025	07/31/2025

Professional Experts
July 22, 2025

Lowery, Jordan	FC	Project Expert I	Career Center/The Hanger, Career Closet PE	26	07/14/2025	06/18/2026 Intermittent
Loza, Jennifer	CC	Technical Expert II	DMS Onboarding and Orientation	10	07/01/2025	07/31/2025
Lua Hernandez, Edgar	NOCE	Project Coordinator	ESL Community Liaison	26	08/18/2025	12/30/2025
Luis, Vanessa	FC	Project Coordinator	Hornets Resource Center Project Coordinator	26	07/01/2025	06/24/2025 Intermittent
Martinez, Diana	NOCE	Project Coordinator	CC TAP Data Technician	26	07/07/2025	06/26/2026 Intermittent
Martinez, Jaime	FC	Project Expert I	Outreach Liaison	26	07/28/2025	06/30/2026 Intermittent
Martinez, Randi	CC	Assistant Coach 5	Assistant Coach Intercollegiate Team	26	07/01/2025	03/31/2026
Maschke, Ute	NOCE	Technical Expert II	CC TAP Technical Assistance Content Expert	26	07/01/2025	06/18/2026 Intermittent
Matsuya, Cassandra	CC	Technical Expert II	Support Peer Tutor Events	26	06/01/2025	06/30/2025
McClurkin, Tina	NOCE	Technical Expert II	Employee On-boarding Site/Curriculum Development	15	07/01/2025	08/06/2025
McCormick, Steven	CC	Technical Expert II	Across All Pathways	15	07/07/2025	08/22/2025
McCurdy, Mary	FC	Project Expert II	Student Success Advocate	25	08/04/2025	06/19/2026 Intermittent
Mejia-Gaytan, Georgiana	AC	Project Coordinator	HR/Benefits Project Assistant	26	07/01/2025	03/27/2026
Medina, Kailani	FC	Technical Expert II	SSRT Resources Manager	26	07/01/2025	06/30/2026 Intermittent
Meelar, Abdul	CC	Technical Expert II	Media Arts Design Project Coordinator	26	08/11/2025	06/12/2026 Intermittent
Mendoza, Zail	NOCE	Project Coordinator	ESL Community Liaison	26	08/11/2025	12/30/2025
Mestas, Korina	FC	Project Expert I	Transfer Center Projects Assistant	26	07/14/2025	12/07/2025
Milner, Mercedes	CC	Project Expert I	Joint Service Transcripts to CPL	20	07/01/2025	08/15/2025
Mix, Kevin	CC	Project Expert II	Student Advocate	26	07/01/2025	06/30/2026 Intermittent
Mohr, Margaret	CC	Project Manager	Project Executive Director, Mohr Hoops Basketball Camp	26	07/01/2025	07/30/2025
Mojica, Marci	FC	Technical Expert II	Program Review Refresh	2.5	07/01/2025	12/31/2025
Moore, Michael	FC	Technical Expert II	Paralegal Studies Program ABA Program Accreditation Report	12.5	07/01/2025	08/15/2025
Mota-Mireles, Jonathan	NOCE	Project Coordinator II	CSP Vocational Specialist	26	07/01/2025	09/30/2025

Professional Experts
July 22, 2025

Nakamura-Robinson, Tanner Norio	FC	Assistant Coach I	Assistant Coach to Intercollegiate Team	26	07/01/2025	07/31/2025
Navarro, Matilde	FC	Project Manager	SSRT Resources Manager	26	08/25/2025	05/28/2026 Intermittent
Ndirangu-Mwathi, Agnes	NOCE	Technical Expert II	DSS Summer Curriculum Development	12	07/12/2025	08/07/2025
Nevarez, Monica	AC	Project Expert II	Hourly Processing, HR Tasks	26	07/01/2025	06/30/2026 Intermittent
Nguyen, Julia	FC	Project Manager	SSRT Resources Manager	26	07/01/2025	06/02/2026 Intermittent
Nunez, Brenda	CC	Project Expert I	Tutoring Center Assistant	26	07/01/2025	06/26/2026 Intermittent
Ochoa, Thalia	FC	Project Expert I	Outreach Liaison	26	07/28/2025	06/30/2026 Intermittent
Octavio, Mia	NOCE	Project Coordinator	ESL Community Liaison	26	07/07/2025	09/05/2025
Olmedo, Catalina	FC	Technical Expert II	Grant Support	20	07/14/2025	11/21/2025
Oo, Jennifer	NOCE	Technical Expert II	Academic Senate Leadership Role Curriculum/DE	26	07/01/2025	08/01/2025
Ortega, Julian	FC	Project Expert II	Project Specialist – Student Life and Leadership	26	07/14/2025	06/05/2026 Intermittent
Palacio, Daniel	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Peacock, Joyce	CC	Technical Expert II	AB 111 Curriculum Work	5	07/01/2025	08/20/2025
Pena, Frank	FC	Project Coordinator II	LGBTQIA2S+ Wellness Associate	20	08/11/2025	06/26/2026 Intermittent
Penesa, Brandon	CC	Technical Expert II	UCI Building Automation Grant	5	07/07/2025	06/30/2026
Perez, Mary-Alice	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Perez, Mayra	FC	Project Coordinator	Project Coordinator	26	07/07/2025	06/19/2026 Intermittent
Perez Dimas, Rosalina	FC	Project Expert II	CARE Project Assistant	26	07/07/2025	06/12/2026 Intermittent
Pineda, Kimberly	CC	Project Expert I	25Live Project	26	07/07/2025	06/19/2026 Intermittent
Price, Anabelle	FC	Project Expert I	In-Reach Student Engagement	26	07/14/2025	06/30/2026 Intermittent
Puckett, Kevin	FC	Assistant Coach 1	Assistant Coach to Intercollegiate Team	26	07/07/2025	12/13/2025
Rangel, Jacquelyn	CC	Technical Expert II	AB 1111 Curriculum Work	5	07/01/2025	08/20/2025
Ream, Timothy	FC	Technical Expert II	Student Equity and Achievement (SEA) Plan	10	07/01/2025	08/14/2025
Reeves, Megan	NOCE	Technical Expert II	DSS Curriculum Development	26	07/01/2025	08/07/2025

Professional Experts
July 22, 2025

Rivera, Jonathan	NOCE	Project Expert II	Student Support Project Expert	26	07/14/2025	06/12/2026 Intermittent
Rivera-Shields, Rebecca	FC	Project Expert I	Carrer Exploration Project Expert	15	08/11/2025	06/12/2026 Intermittent
Robinson, Alysha	FC	Technical Expert II	CoRE Faculty Facilitator	26	07/01/2025	07/31/2025
Robledo, Alejandro	CC	Project Expert II	Student Advocate	26	07/01/2025	06/30/2026 Intermittent
Rodriguez, Hamid	FC	Project Expert I	Cybersecurity Lab Operations	16	08/18/2025	12/19/2025
Rodriguez, Steven	NOCE	Technical Expert I	Provide Technical Expertise with new fiscal year procedures	26	07/01/2025	09/15/2025
Reynolds, Ryan	FC	Technical Expert I	Guided Pathways Technical Expert	26	07/21/2025	06/26/2025 Intermittent
Sahakian, Souzan	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Salas, Michael	FC	Project Expert I	Drone Pilot	10	07/07/2025	12/13/2025
Sallade, Douglas	CC	Technical Expert II	UCI Building Automation Grant	26	07/07/2025	06/30/2026
Sanabria, Rolando	FC	Project Manager	Educational Partnerships Contract Education/Student Equity	26	07/01/2025	06/30/2026
Sanabria, Rolando	FC	Project Expert II	Cadena Cultural Center Program Assistant	26	07/23/2025	06/11/2026 Intermittent
Saunders, Mary Ann	CC	Technical Expert I	Perkins Grant Support	20	07/07/2025	11/30/2025
Sedrak, Afraim	NOCE	Technical Expert II	AI Curriculum Development	26	07/01/2025	08/06/2025
Sherard, Erin	NOCE	Technical Expert II	Academic Senate Leadership, ProD Chair	26	07/01/2025	08/01/2025
Shields, Julie	NOCE	Technical Expert II	Canvas Bading/Micro-Credentialing	16	07/14/2025	08/06/2025
Simmons, Samantha	CC	Technical Expert II	Distance Education Remote Instructional Work	15	07/01/2025	12/31/2025
Smith, Martha	FC	Technical Expert II	CoRE Facilitator	25	07/01/2025	08/20/2025
Smith, Todd	FC	Technical Expert II	Student Equity and Achievement (SEA) Plan	10	07/01/2025	08/14/2025
Sorooshian-Tafti, Rose	NOCE	Technical Expert II	DSS Summer Curriculum Development	26	07/12/2025	08/07/2025
Sosa, Kandyce	NOCE	Technical Expert II	DSS Summer Curriculum Development	12	07/12/2025	0807/2025
Soto, Kevin	FC	Project Expert I	Outreach/ESL Liaison	26	07/28/2025	06/30/2026 Intermittent
Sousa, Casey	NOCE	Technical Expert II	DE Committee Member	26	07/07/2025	08/06/2025
Sriram, Girija	NOCE	Project Expert I	CASAS Test Proctor	26	01/05/2026	03/27/2026
Sriram, Girija	NOCE	Project Expert I	CASAS Test Proctor	26	04/06/2026	05/22/2026

Professional Experts
July 22, 2025

Staehle, Patrick	FC	Project Expert II	Student Success Advocate	25	07/01/2025	06/12/2026 Intermittent
Stanojkovic, Ivan	NOCE	Technical Expert II	DSS Curriculum Development	6.5	06/23/2025	06/30/2025
Stanojkovic, Ivan	NOCE	Technical Expert II	DSS Curriculum Development	26	07/01/2025	08/07/2025
Stehly, JoAnn	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025
Stewart, Rza	NOCE	Project Expert II	Student Outreach Support and Registration Assistant	26	07/07/2025	05/08/2025
Tan, Juliet	NOCE	Project Expert I	Student Success Navigator	26	06/25/2025	06/30/2025
Tan, Juliet	NOCE	Project Expert I	Student Success Navigator	26	7/23/2025	12/19/2025
Tecson, Divinuel	NOCE	Project Expert I	Student Success Navigator	26	06/25/2025	06/30/2025
Thayer, Susan	CC	Project Expert I	Rising Scholars Program Expert	26	07/07/2025	12/23/2025
Tieu, Vivian	CC	Project Expert II	Student Advocate	26	07/01/2025	06/30/2026 Intermittent
Torres, Joshua	FC	Project Expert I	Outreach and Student Support Advocate	26	07/07/2025	06/12/2026 Intermittent
Trader, Amie	FC	Project Expert III	Employer Engagement	26	08/11/2025	03/27/2026 Intermittent
Tran, Angela	NOCE	Technical Expert II	Web and Media Support Specialist	15	07/01/2025	07/11/2025
Urquidi, Carlos	CC	Technical Expert II	UCI Building Automation Grant	5	07/07/2025	06/30/2026
Valbuena, Stephen	FC	Assistant Coach 5	Assistant Coach to Intercollegiate Team	26	07/07/2025	12/13/2025
Valdez, Ernest	NOCE	Technical Expert I	Photographer and Video Editor	26	04/01/2025	06/30/2025
Vandervort, Kimberly	FC	Technical Expert II	FYE Faculty Coordinator Summer Contract	40	07/01/2025	08/23/2025
Vandiver, Jason	FC	Assistant Coach 5	Assistant Coach to Intercollegiate Team	26	07/07/2025	12/13/2025
Van Gelder, Matt	NOCE	Technical Expert II	DSS Curriculum Development	26	07/12/2025	08/07/2025
Villareal, Valeria	NOCE	Project Coordinator	CSP Retention Specialist	26	07/01/2025	06/30/2026 Intermittent
Virgen Lopez, Tomas	CC	Project Expert I	Establish Planetarium Processes	20	07/01/2025	08/18/2025
Virgo, Rod	CC	Project Expert II	Student Advocate	26	07/01/2025	06/30/2026 Intermittent
Wang, Fang Yu	NOCE	Technical Expert II	NOCE ESL Summer 2025 Digital Literacy Curriculum Development Project	26	07/01/2025	08/05/2025
Wong, Jessica	CC	Technical Expert II	Nursing Enrollment Grant	40	06/09/2025	06/30/2025
Wong, Jessica	CC	Technical Expert II	Nursing Enrollment Grant	40	07/01/2025	08/20/2025

Professional Experts
July 22, 2025

Wright, Dennis	CC	Technical Expert II	Graphic Designer for Media Arts Design	26	06/01/2025	06/30/2025
Wright, Dennis	CC	Technical Expert II	Graphic Designer for Media Arts Design	26	07/01/2025	08/24/2025
Zaragoza, Juan	FC	Technical Expert II	Student Equity and Achievement (SEA) Plan	10	07/01/2025	08/14/2025
Zhao, Qingguo	NOCE	Technical Expert II	NOCE ESL Summer 25 ESL Workforce Curriculum Development Project	26	07/01/2025	08/05/2025

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Hourly Personnel

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

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 Brehl

Approved for Submittal

5.d.1

Item No.

Hourly Personnel
July 22, 2025

Short-Term Hourly

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Aftab, Anzalah	CC	Technical - Assist in DSS Office	07/01/25	08/23/25	TE A 3
Ahrens, Lisa	CC	Direct Instr Support - Interpreter for hearing-impaired students	07/01/25	06/30/26	TE E 4
Al Eid, Qutada	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE B 4
Al Khalili, Abdul Kader	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Arce, Austin	FC	Service/Maint - Assist Campus Safety Dept with various duties	12/21/25	03/21/26	TE B 4
Arif, Ayesha	CC	Technical - Assist in Transfer Center	07/01/25	08/14/25	TE A 1
Azizi, Nahid	CC	Technical - Assist in Campus Safety Office	07/01/25	09/30/25	TE B 4
Azizi, Nahid	CC	Technical - Assist in Campus Safety Office	12/01/25	03/06/26	TE B 4
Azizi, Nahid	CC	Technical - Assist in Campus Safety Office	05/04/26	06/30/26	TE B 4
Baetiong, Dianne	CC	Technical - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1
Baldovino, Michael	FC	Paraprof - Assist in ACT computer lab	01/28/26	05/30/26	TE A 2
Bedolla, Christopher Carlos	FC	Technical - Assist in Admissions & Records	07/01/25	08/22/25	TE A 2
Bengs, Yuki	CC	Technical - Assist in Transfer Center	07/01/25	08/14/25	TE A 1
Blanco, Adam	FC	Technical - Assist in Counseling Office	07/01/25	09/28/25	TE A 2
Blanco, Adam	FC	Technical - Assist in Counseling Office	12/01/25	02/01/26	TE A 2
Blanco, Adam	FC	Technical - Assist in Counseling Office	05/04/26	06/30/26	TE A 2
Cajas, Israel	CC	Technical - Assist in Campus Safety Office	07/01/25	09/30/25	TE B 4
Cajas, Israel	CC	Technical - Assist in Campus Safety Office	12/02/25	03/03/25	TE B 4
Calderon, Sara	CC	Technical - Assist in Business & CIS Division/Court Reporting	07/23/25	10/22/25	TE A 1
Carcano, Robert	CC	Technical - Assist in Campus Safety Office	07/01/25	08/26/25	TE B 4
Carcano, Robert	CC	Technical - Assist in Campus Safety Office	10/28/25	01/27/26	TE B 4
Carrillo, Patrick	FC	Technical - Assist with College Food Bank	07/01/25	08/22/25	TE A 2
Casillas, Aisylnn	FC	Service/Maint - Assist Campus Safety Dept with various duties	05/03/26	06/30/26	TE A 4
Casillas, Iris	CC	Direct Instr Support - Assist with Clerical Office Work	12/02/25	03/02/26	TE B 3
Castaneda, Jasmine	FC	Service/Maint - Assist Campus Safety Dept with various duties	07/01/25	08/23/25	TE A 1
Castaneda, Jeremiah	CC	Technical - Assist in Grounds Dept. with various duties	07/01/25	09/30/25	TE B 3
Castaneda, Jeremiah	CC	Technical - Assist in Grounds Dept. with various duties	12/01/25	03/02/26	TE B 3
Chairez, Brianna Y	CC	Technical - Assist in Admissions & Records	07/23/25	10/23/25	TE A 1
Chavez, Henry	FC	Technical - Assist in Dual Enrollment with various duties	08/04/25	10/27/25	TE A 1

Hourly Personnel
July 22, 2025

Chavez, Henry	FC	Technical - Assist in Dual Enrollment with various duties	01/05/26	03/27/26	TE A 1
Chavez, Henry	FC	Technical - Assist in Dual Enrollment with various duties	06/01/26	06/30/26	TE A 1
Chavez-Chung, Jasmine	FC	Technical - Assist in Admissions & Records	07/01/25	08/15/25	TE A 1
Cheadle, Abigail	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 4
Cho, Connie	FC	Technical - Assist in Child Development Lab	07/23/25	10/21/25	TE A 1
Cole, John	CC	Non-Direct Instr Support - Model for Life Drawing art classes	08/25/25	12/13/25	TE G 4
Colocho, Crystal	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Conde, Andy	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE B 2
Cornejo, Nicolas	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 1
Cortez, Robert	CC	Technical - Assist in DSS Office	07/01/25	08/23/25	TE A 2
Cui, Shengran	CC	Technical - Assist in Campus Safety Office	07/01/25	08/24/25	TE A 4
Dai, Doris Mae	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE B 2
De Haro, Emely	CC	Technical - Student Ambassador / Outreach	07/01/25	08/25/25	TE A 1
Del Castillo, Sean	CC	Technical - Assist in Financial Aid Office	07/01/25	09/30/25	TE B 1
Dela Cruz, Alize	CC	Technical - Assist in Career Center	07/01/25	08/22/25	TE A 1
Dines, Jacob	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE B 4
Divinagracia, Aaliyah	FC	Non-Direct Instr Support - Model for Life Drawing art classes	08/25/25	12/13/25	TE G 4
Divinagracia, Aaliyah	FC	Non-Direct Instr Support - Model for Life Drawing art classes	02/02/26	05/30/26	TE G 4
Dooley, Michael	FC	Non-Direct Instr Support - Model for Life Drawing art classes	08/25/25	12/13/25	TE G 4
Dooley, Michael	FC	Non-Direct Instr Support - Model for Life Drawing art classes	02/02/26	05/30/26	TE G 4
Duarte, Elizabeth	CC	Technical - Assist in EOPS Office	08/18/25	11/14/25	TE A 2
Duarte, Elizabeth	CC	Technical - Assist in EOPS Office	01/26/26	04/24/26	TE A 2
Duong, Du	CC	Technical - Assist in Tutoring w. Strategies and Course Content	08/25/25	12/13/25	TE A 3
Eckhart, Sherry	CC	Non-Direct Instr Support - Model for Life Drawing art classes	08/25/25	12/13/25	TE G 4
English, Joslyn	CC	Technical - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 2
Estrada, Karina	FC	Technical - Assist with College Food Bank	07/01/25	08/22/25	TE A 2
Fernandez, Yvonne	FC	Paraprof - Assist with Teaching in Child Development Lab	07/23/25	10/21/25	TE B 1
Fugett, Genisis	FC	Technical - Assist in Counseling Office	08/04/25	08/18/25	TE A 2
Gandia, Moira, Ellise	CC	Technical - Assist in Financial Aid Office	07/01/25	08/15/25	TE B 1
Garcia, Alexander I	CC	Technical - Assist in Admissions & Records	01/05/26	04/03/26	TE B 2
Gelvezon, John Kenneth	CC	Technical - Assist in Campus Safety Office	07/01/25	09/30/25	TE A 4

Hourly Personnel
July 22, 2025

Gelvazon, John Kenneth	CC	Technical - Assist in Campus Safety Office	12/02/25	03/03/26	TE A 4
Gocłowski, Andrew	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 4
Gonzalez, Andrew	FC	Technical - Assist in Health Science Division Office	07/01/25	08/25/25	TE A 2
Gonzalez-Luna, Marilyn	FC	Technical - Assist in EOPS Office	08/04/25	10/31/25	TE A 3
Gonzalez-Luna, Marilyn	FC	Technical - Assist in EOPS Office	01/05/26	04/03/26	TE A 3
Green, Shawba	CC	Technical - Assist in EOPS Office	08/18/26	11/14/25	TE A 2
Green, Shawba	CC	Technical - Assist in EOPS Office	01/26/26	04/24/26	TE A 2
Guido, Carolina	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 2
Gurrola, Victor	CC	Direct Instr Support - Assist in campus Skills Center	12/10/25	03/11/26	TE A 4
Gutierrez, Daniela	CC	Technical - Assist in Career Center	07/01/25	08/22/25	TE A 1
Gutierrez, Perla	CC	Technical - Assist in DSS Office	07/01/25	08/23/25	TE A 1
Harkless, Cheyenne	FC	Technical - Assist HRC program with student recruiting/outreach	07/01/25	08/22/25	TE A 1
Hilo, Khalil Joseph Ramirez	CC	Technical - Assist in DSS Office	07/01/25	08/23/25	TE A 1
Hood, Emma	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 4
Horwood, Jocelyn (Jaclyn)	FC	Technical - Assist Student Life and Leadership with various duties.	07/01/25	08/22/25	TE A 3
Hsu, Kyle	CC	Technical - Student Ambassador / Outreach	07/01/25	08/25/25	TE A 1
Huang, Szu Yi	CC	Technical - Student Ambassador / Outreach	07/01/25	08/25/25	TE A 1
Huynh, Tho	CC	Paraprof - Assist in ACT computer lab	07/01/25	09/26/25	TE D 3
Huynh, Tho	CC	Paraprof - Assist in ACT computer lab	01/05/26	04/03/26	TE D 3
Inouye, Chris	CC	Direct Instr Support - Interpreter for hearing-impaired students	07/01/25	06/30/26	TE E 3
Inouye, Chris	CC	Direct Instr Support - Interpreter for hearing-impaired students	07/01/25	06/30/26	TE F 3
Isidro, Yasley	FC	Technical - Assist in EOPS Office	07/01/25	09/26/25	TE A 4
Isidro, Yasley	FC	Technical - Assist in EOPS Office	12/01/25	02/27/26	TE A 4
Iskandr, Beter	CC	Technical - Assist in Campus Safety Office	08/25/25	11/24/25	TE A 4
Jauregui Leal, Fernando	CC	Technical - Assist in Financial Aid Office	07/01/25	09/30/25	TE B 1
Jeu, Aaron	FC	Technical - Assist in Admissions & Records	07/28/25	10/24/25	TE A 1
Kahlon, Sarah	CC	Technical - Assist in Financial Aid Office	07/01/25	09/30/25	TE B 1
Kalathiya, Kirti	CC	Technical - Assist with Clerical Office Work	07/01/25	08/25/25	TE A 1
Kansara, Riddhi	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE B 4
Kim, Emily	FC	Technical - Assist with FC Honors program	07/01/25	07/31/25	TE A 3
Lara, Joel	FC	Technical - Assist Student Life and Leadership with various duties.	07/01/25	08/22/25	TE A 2

Hourly Personnel
July 22, 2025

Latayfa, Haneen	CC	Technical - Assist in Admissions & Records	07/01/25	09/30/25	TE A 1
Lazcano, Jocelyn	CC	Technical - Assist in Campus Safety Office	07/01/25	06/30/26	TE A 4
Leal, John	CC	Service/Maint - Assist with Grounds Dept with landscaping work	12/01/25	03/02/26	TE B 4
Lee, Ethan	FC	Technical - Assist with FC Honors program	07/01/25	08/15/25	TE A 2
Lee, Jeffery	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Lempinen, Eric	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 2
Leon, Janessa	FC	Technical - Assist in EOPS Office	07/01/25	08/22/25	TE A 3
Lien, Thi Ngoc	CC	Paraprof - Assist in ACT computer lab	01/05/26	04/03/26	TE B 2
Lies, Jacob	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE B 4
Lim, Linnara	FC	Direct Instr Support - Interpreter for hearing-impaired students	07/01/25	06/30/26	TE E 3
Lim, Linnara	FC	Direct Instr Support - Interpreter for hearing-impaired students	07/01/25	06/30/26	TE F 3
Long, Reth	CC	Technical - Assist in Admissions & Records	07/23/25	10/23/25	TE B 4
Lopez, Mirza	FC	Technical - Assist FYSI/NextUp w. Clerical Duties	07/01/25	08/22/25	TE A 4
Lopez-Dawson, Indigo	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 2
Ly, Hoai Phong	CC	Service/Maint - Assist with Grounds Dept with landscaping work	12/01/25	03/02/26	TE B 4
Machin, Maya	CC	Technical - Assist in Learning Resource Center	07/30/25	09/11/25	TE A 1
Magarin, Kaden	CC	Technical - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1
Makua, Brody	CC	Technical - Assist in Tutoring w. Strategies and Course Content	08/25/25	12/13/25	TE A 3
Mallari, Russel	CC	Technical - Assist in Financial Aid Office	07/01/25	09/30/25	TE B 1
Marsh, Mireyna Mayra	NOCE	Technical - Resource Center Facilitator	07/01/25	08/08/25	TE A 3
Mata, Joel	CC	Technical - Assist in Counseling Office	09/15/25	06/15/26	TE A 1
Maxwell, Olivia	CC	Direct Instr Support - Athletic Program Assistant / Volleyball	07/01/25	08/24/25	TE I 4
Mays, Kathryn	FC	Non-Direct Instr Support - Model for Life Drawing art classes	08/25/25	12/13/25	TE G 4
Mays, Kathryn	FC	Non-Direct Instr Support - Model for Life Drawing art classes	02/02/26	05/30/26	TE G 4
Mclellan, Joshua	FC	Tech/Paraprof - Assist in ACT computer lab	07/23/25	10/18/25	TE A 2
Mclellan, Joshua	FC	Tech/Paraprof - Assist in ACT computer lab	01/28/26	05/30/26	TE A 2
Momeni, Farahnaz	CC	Technical - Assist in Admissions & Records	07/23/25	10/23/25	TE B 2
Montenegro, Juliana	CC	Paraprof - Assist Campus Communications	08/25/25	12/12/25	TE B 4
Muniru, Safiya	FC	Technical - Assist with College Food Bank	07/01/25	08/22/25	TE A 2
Navarro, Samantha	CC	Technical - Assist in Counseling Office	01/05/26	04/03/26	TE A 3
Navarro, Samantha	CC	Technical - Assist in Counseling Office	06/05/26	06/30/26	TE A 3

Hourly Personnel
July 22, 2025

Neeme, Peter B.	CC	Technical - Assist in Admissions & Records	07/23/25	10/23/25	TE A 1
Nguyen, Dang	CC	Service/Maint - Assist custodial staff	07/01/25	09/30/25	TE B 4
Nguyen, Dang	CC	Service/Maint - Assist custodial staff	12/01/25	03/02/26	TE B 4
Oosterhof, Steve	CC	Technical - Assist in Campus Safety Office	07/28/25	10/27/25	TE B 4
Oosterhof, Steve	CC	Technical - Assist in Campus Safety Office	12/29/25	03/30/26	TE B 4
Oosterhof, Steve	CC	Technical - Assist in Campus Safety Office	06/01/26	06/30/26	TE B 4
Ortega, Danny	CC	Technical - Assist in Campus Safety Office	08/25/25	11/24/25	TE B 4
Ortiz, Noemi	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Ortiz-Merino, Daniela	CC	Technical - Assist in Campus Safety Office	07/01/25	09/30/25	TE A 4
Ortiz-Merino, Daniela	CC	Technical - Assist in Campus Safety Office	12/02/25	03/03/26	TE A 4
Otero, Prisilla	FC	Technical - Assist in Health Science Division Office	07/01/25	08/25/25	TE A 2
Pagdiwala, Vahista Farhad	CC	Paraprof - Assist in ACT computer lab	07/07/25	10/03/25	TE A 2
Pagdiwala, Vahista Farhad	CC	Paraprof - Assist in ACT computer lab	01/02/26	03/27/26	TE A 2
Parilla Calderon, Daniela	FC	Technical - Assist Dual Enrollement with various duties	07/23/25	08/24/25	TE A 3
Parker, Ariel	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	07/01/25	06/30/26	TE A 2
Patel, Sarina	CC	Technical - Assist in DSS Office	07/01/25	08/23/25	TE A 1
Pearce,Denine	FC	Direct Instr Support - Interpreter for hearing-impaired students	07/23/25	06/30/26	TE F 4
Pham, Ivy	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Pham,Tina	CC	Paraprof - Assist in ACT computer lab	09/29/25	12/23/25	TE A 2
Puteri, Brenda	CC	Technical - Assist in Campus Coffee Shop	07/23/25	10/23/25	TE A 1
Raghavan, Vasudha	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 1
Ramirez, Ariana	CC	Paraprof - Assist Office Campus Communications	09/22/25	12/19/25	TE B 3
Ramirez, Ariana	CC	Paraprof - Assist Office Campus Communications	02/23/26	05/22/26	TE B 3
Ramos,Sofia	FC	Technical - Assist in Admissions & Records	07/01/25	08/22/26	TE A 1
Rego, Ashley	CC	Non-Direct Instr Support - Assist in Photography Lab	09/08/25	12/05/25	TE A 3
Resullar, Elise	CC	Technical - Assist in DSS Office	07/01/25	08/23/25	TE A 1
Reyes Colin, Daniela	CC	Technical - Student Ambassador / Outreach	07/01/25	08/25/25	TE A 3
Roadhouse, Susaj Q	CC	Technical - Assist in Admissions & Records	07/23/25	10/23/25	TE A 1
Roman, Kenneth	CC	Technical - Assist in Campus Career Center	07/01/25	08/22/25	TE A 1
Romero Cardenas, Itzel	CC	Non-Direct Instr Support - Assist in Photography Lab	09/08/25	12/05/25	TE A 4
Romero Cardenas, Itzel	CC	Non-Direct Instr Support - Assist in Photography Lab	02/23/26	05/22/26	TE A 4

Hourly Personnel
July 22, 2025

Romero, Chelsea	FC	Paraprof - Assist in ACT computer lab	07/28/25	10/25/25	TE A 2
Romero, Chelsea	FC	Paraprof - Assist in ACT computer lab	01/05/26	04/04/26	TE A 2
Salazar, Sunni	FC	Technical - Assist in Child Development Lab	07/23/25	10/21/25	TE B 1
Salgado, Evelyn	CC	Technical - Assist in DSS Office	07/01/25	08/23/25	TE A 2
Sanchez, Fernando	CC	Technical - Assist in Financial Aid Office	07/01/25	09/30/25	TE B 1
Sanchez, Frank	FC	Technical - Assist in Counseling Office	07/01/25	09/28/25	TE A 1
Sanchez, Frank	FC	Technical - Assist in Counseling Office	12/01/25	02/01/26	TE A 1
Sanchez, Frank	FC	Technical - Assist in Counseling Office	05/04/26	06/30/26	TE A 1
Schwerin, Melissa "Maya"	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 1
Scott, Paul	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
ShiraziNejad, Azadeh	CC	Technical - Assist in Admissions & Records	07/23/25	10/23/25	TE B 2
ShiraziNejad, Azadeh	CC	Technical - Assist in Admissions & Records	01/05/26	04/03/26	TE B 2
Sianez, Lorraine	CC	Non-Direct Instr Support - Model for Life Drawing art classes	08/25/25	12/13/25	TE G 4
Sifuentes, Amy	FC	Technical - Assist in Disability Support Services (DSS) Office	07/21/25	08/21/25	TE A 3
Sims Assoon, Jordan Aaron	CC	Technical - Student Ambassador / Outreach	07/01/25	08/25/25	TE A 1
Sims, Ingrid	CC	Direct Instr Support - Interpreter for hearing-impaired students	07/01/25	06/30/26	TE E 4
Sims, Ingrid	CC	Direct Instr Support - Interpreter for hearing-impaired students	07/01/25	06/30/26	TE F 4
Sisk, Benjamin Ryan R.	FC	Technical - Assist with College Food Bank	07/01/25	08/22/25	TE A 2
Smith, Byron	CC	Service/Maint - Assist custodial staff	07/01/25	08/14/25	TE B 2
Sousa, Ashley	CC	Technical - Assist in Campus Career Center	07/01/25	08/22/25	TE A 1
Swift, Bonita	FC	Non-Direct Instr Support - Model for Life Drawing art classes	08/25/25	12/13/25	TE G 4
Swift, Bonita	FC	Non-Direct Instr Support - Model for Life Drawing art classes	02/02/26	05/30/26	TE G 4
Tamez, Noah	FC	Technical - Assist for Counseling Center	07/01/25	09/07/25	TE A 2
Tamez, Noah	FC	Technical - Assist for Counseling Center	11/10/25	02/08/26	TE A 2
Tamez, Noah	FC	Technical - Assist for Counseling Center	04/13/26	06/30/26	TE A 2
Tran, John Dong	CC	Technical - Assist in Admissions & Records	07/23/25	10/13/25	TE A 1
Truong, Amy	CC	Technical - Assist in Counseling Office	12/08/25	03/20/26	TE A 3
Truong, Amy	CC	Technical - Assist in Counseling Office	05/25/26	06/30/26	TE A 3
Villafane, Karoline	FC	Technical - Assist in Student Life and Leadership Dept.	07/01/25	08/22/25	TE A 3
Villa-Real, Christian	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Villarreal, Maria Isabel	CC	Technical - Assist in Campus Safety Office	08/25/25	11/24/25	TE A 4

Hourly Personnel
July 22, 2025

Villarreal, Maria Isabel	CC	Technical - Assist in Campus Safety Office	01/26/26	04/27/26	TE A 4
Vo, Dylan	CC	Technical - Assist in Counseling Office	07/07/25	10/03/25	TE A 2
Vo, Dylan	CC	Technical - Assist in Counseling Office	01/05/26	04/03/26	TE A 2
Vo, Dylan	CC	Technical - Assist in Counseling Office	06/08/26	06/30/26	TE A 2
Wilson, Camdyn	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Wilson, Madeline	CC	Paraprof - On-call theater crew for campus productions	07/23/25	06/30/26	TE J 3
Wright, Samantha	FC	Technical - Assist Partipants in Swimming & Safety Skills	07/01/25	07/30/25	TE A 1
Yepez,Roberto	FC	Service/Maint - Assist Campus Safety Dept with various duties	05/03/26	06/30/26	TE B 3
Zamudio, Adrian	FC	Technical - Assist in Child Development Lab	07/23/25	10/21/25	TE B 2

Full Time Student and Work Study

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Aceves, Carolina	CC	Full-time Student - Assist in Tutoring	08/25/25	12/13/25	TE A 3
Aguilar, Adriana	FC	Work Study Student - Assist with Child Development Center	07/23/25	06/30/26	TE A 1
Aispuro, Scarlet	CC	Full-time Student - Student Ambassador / Outreach	07/01/25	06/30/26	TE A 1
Al-Baghdali, Daniah	CC	Work Study Student - Assist in Transfer Center	08/18/25	06/15/26	TE A 1
Alcantara, Lanz Anthony	CC	Full-time Student - Student Ambassador / Outreach	07/01/25	06/30/26	TE A 1
Arif, Ayesha	CC	Technical - Assist in Transfer Center	08/18/25	06/15/26	TE A 1
Arreola, Dylan	FC	Technical - Assist in campus Cadena/Transfer Center	08/18/25	06/30/26	TE A 1
Ayala, Charlene	FC	Work Study Student - Assist Student Life and Leadership	08/18/25	06/30/26	TE A 2
Baytan, Francesca	CC	Full-time Student - Assist in campus Tutoring Center	08/25/25	12/13/25	TE A 2
Bengs, Yuki	CC	Work Study Student - Technical - Assist in Transfer Center	08/18/25	06/15/26	TE A 1
Bernaola, Karla	FC	Work Study Student - Assist Student Life and Leadership	08/18/25	06/30/26	TE A 2
Bui, Eric	CC	Work Study Student Assist Student Affairs with various projects	07/23/25	06/30/25	TE A 1
Bui, Khanh	FC	Work Study Student - Assist in campus Cadena/Transfer Center	08/18/25	06/30/26	TE A 1
Bustos, Vanessa	FC	Work Study Student - Assist Student Life and Leadership	08/18/25	06/30/26	TE A 1
Calvillo, Leah	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Campos Rivera, Jose	FC	Work Study Student - Math (Tutor)	08/20/25	06/30/26	TE A 1
Campos, Brianna	CC	Work Study Student - Assist with College Food Pantry	07/01/25	06/30/26	TE A 1
Castaneda, Yadira	FC	Work Study Student - Assist in Hornets Resource Center	08/18/25	06/30/26	TE A 1
Castro, Hannah	FC	Full-time Student - Assist Student Development	08/11/25	11/21/25	TE A 2

Hourly Personnel
July 22, 2025

Castro, Hannah	FC	Full-time Student - Assist Student Development	12/01/25	12/17/25	TE A 2
Castro, Hannah	FC	Full-time Student - Assist Student Development	01/12/26	03/27/26	TE A 2
Castro, Hannah	FC	Full-time Student - Assist Student Development	04/06/26	06/17/26	TE A 2
Chavez, Joshua	FC	Work Study Student - Assist Student Life and Leadership	08/18/25	06/30/26	TE A 1
Cupul, Cecilia	CC	Work Study Student - Assist in DSS Office	07/23/25	06/15/26	TE A 2
De Jesus, Allysa	CC	Work Study Student - Assist in Financial Aid Office	07/01/25	06/30/26	TE A 1
De La Torre, Nayeli	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Diaz, Imelda	FC	Work Study Student - Assist in CalWorks Office	07/01/25	06/30/26	TE A 4
Diaz, Jacob	FC	Work Study Student - Assist in SS Call Center	07/23/25	06/30/26	TE A 2
Diaz, Oscar	CC	Full-time Student - Tutor for Mathematics Learning Center	08/20/25	06/30/26	TE A 4
Do, Michael	CC	Full-time Student - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1
Estrada, Jessica	CC	Work Study Student - Assist in Admissions & Records	07/23/25	06/15/26	TE A 2
Fauese, Malena	CC	Work Study Student - Assist in Financial Aid Office	07/01/25	06/30/26	TE A 1
Gabriel, Angel Elaine	CC	Full-time Student - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1
Ganoa, Blanca	FC	Work Study Student - Assist in CARE Program	07/01/25	06/30/26	TE A 2
Garcia, Adolfo	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Garcia, Anna	CC	Work Study Student - Technical - Assist in EOPS Office	07/23/25	06/15/26	TE A 2
Ghanizadeh, Hasiba	FC	Work Study Student - Assist Student Life and Leadership	08/18/25	06/30/26	TE A 1
Gillon, Zayden	CC	Full-time Student - Assist in campus Tutoring Center	08/25/25	12/13/25	TE A 2
Gonzalez Lopez, Joel	FC	Work Study Student - Assist in SS Call Center	08/18/25	06/30/26	TE A 1
Gonzalez, Mitchel	FC	Work Study Student - Assist in SS Call Center	08/18/25	06/30/26	TE A 2
Gonzalez, Sindi	CC	Work Study Student - Technical - Assist in Transfer Center	07/23/25	06/15/26	TE A 2
Gowda, Damini	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Green, Jude-Marie	CC	Full-time Student - Assist in campus Tutoring Center	08/25/25	12/13/25	TE A 2
Guerrero, Jordan	CC	Full-time Student - Assist in campus Tutoring Center	08/25/25	12/13/25	TE B 1
Gutierrez, Daniela	CC	Work Study Student - Technical - Assist for Career Center	08/23/25	06/15/26	TE A 1
Harkless, Cheyenne	FC	Work Study Student - Assist in Hornets Resource Center	08/18/25	06/30/26	TE A 1
Hartwig, Dean	CC	Full-time Student - Student Ambassador / Outreach	07/01/25	06/30/26	TE A 3
Hernandez, Mateo	FC	Work Study Student - Assist in SS Call Center	08/18/25	06/30/26	TE A 2
Hoang, Eric	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Huynh, Thomas	CC	Full-time Student - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1

Hourly Personnel
July 22, 2025

Jamieson, James	FC	Work Study Student - Library	08/18/25	06/30/26	TE A 1
Jauregui, Natalie	FC	Work Study Student - Biology	08/18/25	06/30/26	TE A 1
Juarez, Jose	CC	Work Study Student - Technical - Assist in EOPS Office	08/18/25	06/30/26	TE A 2
Kang, Sei	CC	Full-time Student - Assist with College Food Pantry	07/01/25	06/30/26	TE A 2
Kaur, Gurneet	CC	Full-time Student - Assist in campus Tutoring Center	08/25/25	12/13/25	TE A 2
Kim, Axel	CC	Full-time Student - Assist in campus Tutoring Center	08/25/25	12/13/25	TE A 2
Kim, Sunjoo	FC	Work Study Student - Theater	08/18/25	06/30/26	TE A 1
Lam, Sydney	CC	Work Study Student - Assist in Financial Aid Office	07/01/25	06/30/26	TE A 1
Lara, Joel	FC	Work Study Student - Assist Student Life and Leadership	08/18/25	06/30/26	TE A 2
Lee, Ethan	FC	Full-time Student-Technical - Assist with FC Honors program	08/25/25	06/30/26	TE A 3
Lee,Ryan	CC	Full-time Student - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1
Lopez, Karina	FC	Work Study Student - Assist in Child Development Lab	07/23/25	06/30/26	TE A 4
Mabin, Kaylynn	CC	Full-time Student - Assist in Tutoring	08/25/25	12/13/25	TE A 2
Martinez, Jessica	CC	Full-time Student - Assist in Tutoring	08/25/25	12/13/25	TE A 2
Martinez, Kenya	FC	Work Study Student - Assist with Student Outreach	07/23/25	06/30/26	TE A 1
Mechato, Juan	CC	Full-time Student - Tutor in the English Success Center for LRC	08/13/25	06/30/26	TE A 2
Mercado Osobampo, A.	CC	Work Study Student - Technical - Assist in EOPS Office	07/23/25	06/15/26	TE A 2
Muniru, Safiya	FC	Full-time Student - Assist with College Food Bank	08/25/25	06/30/26	TE A 2
Munoz Lepro, Andrea	CC	Full-time Student - Assist in Tutoring	08/25/25	12/13/25	TE B 1
Nector, Alexis	CC	Work Study Student - Assist in Financial Aid Office	07/01/25	06/30/26	TE A 1
Nguyen, Alex	CC	Work Study Student - Technical - Assist in Financial Aid Office	08/01/25	06/30/26	TE A 1
Nguyen, Emily	CC	Full-time Student - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1
Nguyen, Evonne	CC	Full-time Student - Student Ambassador / Outreach	07/01/25	06/30/26	TE A 1
Nguyen, Trinny	CC	Work Study Student - Assist in campus Library	08/25/25	06/15/26	TE A 1
Noriega, Jennifer	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Pannell II, Elijah Manuel	CC	Work Study Student - Assist in Academic Computing Technology	08/18/25	05/08/26	TE A 1
Parilla Calderon, Daniela	FC	Full-time Student-Technical - Assist Dual Enrollement with various duties	08/25/25	06/30/26	TE A 3
Park, Joshua	CC	Full-time Student - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE A 2
Perkins, Kevin	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Qutub, Mohammed	CC	Work Study Student - Technical - Assist in Transfer Center	08/18/25	06/15/26	TE A 1
Radillo, Cindy	CC	Work Study Student - Technical - Assist in Transfer Center	08/18/25	06/15/26	TE A 1

Hourly Personnel
July 22, 2025

Ramirez, Sofia	CC	Full-time Student - Student Ambassador / Outreach	07/01/25	06/30/26	TE A 3
Reyes, Branden Kekoa I.	CC	Full-time Student - Assist in Tutoring	08/25/25	12/13/25	TE A 3
Reyes, Sandra	CC	Work Study Student - Assist in VAPA Dept.	07/23/25	06/15/26	TE A 2
Rodriguez, Marco	FC	Work Study Student - Math (Tutor)	08/18/25	06/30/26	TE A 1
Roman, Kenneth	CC	Work Study Student - Assist in Career Center	08/23/25	06/15/26	TE A 1
Roquemoore, Reeva	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Salciso, Robert	CC	Work Study Student - Assist in CTE Dept.	08/25/25	06/15/26	TE A 1
Scholkowsky, Michala	FC	Work Study Student - Assist in Art Gallery	07/23/25	06/30/26	TE A 1
Senteno, Ethann	CC	Full-time Student - Assist in Tutoring	08/25/25	12/13/25	TE A 3
Sosa-Lopez, Mayra	CC	Work Study Student - Assist in Financial Aid Office	07/01/25	06/30/26	TE A 1
Soto, Isabel	CC	Full-time Student - Student Ambassador / Outreach	07/01/25	06/30/26	TE A 1
Sousa, Ashley	CC	Work Study Student - Technical - Assist in Career Center	08/23/25	06/15/25	TE A 1
Tran, Vivian	CC	Work Study Student - Assist in Financial Aid Office	07/01/25	06/30/26	TE A 1
Uy, Kyra	FC	Work Study Student - Assist in Admissions & Records	08/18/25	06/30/26	TE A 1
Vicuna, Brooke	FC	Full-time Student - Assist Dept. with Student Engagement and DEIA	07/07/25	11/21/25	TE A 2
Vicuna, Brooke	FC	Full-time Student - Assist Dept. with Student Engagement and DEIA	12/01/25	12/12/25	TE A 2
Vicuna, Brooke	FC	Full-time Student - Assist Dept. with Student Engagement and DEIA	01/20/26	05/29/26	TE A 2
Villafane, Karoline	FC	Work Study Student - Assist Student Life and Leadership	08/18/25	06/30/26	TE A 2
Watson, Kayla Ann	FC	Full-time Student - Assist in campus Cadena/Transfer Center	08/11/25	06/11/26	TE A 1
Watts, Andrew	CC	Work Study Student - Assist in Academic Computing Technology	08/18/25	12/19/25	TE A 1
Young, Elycia	FC	Work Study Student - Journalism	08/18/25	06/30/26	TE A 1
Zuniga, Ricky	CC	Full-time Student - Assist in Campus Coffee Shop	07/01/25	06/30/26	TE A 1

Hourly Personnel
July 22, 2025

Tutors

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Acosta, Carolina	NOCE	Direct Instr Support - Tutor for Basic Skills/High School Program	01/12/26	05/21/26	TE A 4
Ahmad, Shizah	NOCE	Direct Instr Support - Tutor for Anaheim Learning Center	01/12/26	06/30/26	TE A 3
Alvarado, Angelina	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Amir, Zimal	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/13/25	06/30/26	TE A 3
Andrade-Wright, Angelo	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Behnia, Hannah	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE A 3
Beyrouti, Nada	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Bkayrat, Rayan	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Charcas, Elizabeth	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Chunadi, Ashley	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/20/25	06/30/26	TE A 3
Cobo, Derek	NOCE	Direct Instr Support - Tutor for Anaheim Learning Center	01/12/26	05/21/26	TE A 2
Colin, Marc	NOCE	Direct Instr Support - Tutor Students in the Cypress High School	01/12/26	05/21/26	TE A 2
De Los Rios, Dean	FC	Direct Instr Support - Tutor for Math & CSCI Tutoring Lounge	08/13/25	06/30/26	TE A 1
Deleon, Jennifer	NOCE	Direct Instr Support - Tutor for Anaheim Learning Center	01/12/26	06/30/26	TE A 4
Do, Michelle	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/20/25	06/30/26	TE A 2
Donahoe, Nicole (Wade)	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Fulton, Matthew	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Gallagher, Christian (Finn)	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Garcia, Catherine	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/20/25	06/30/26	TE B 3
Guerrero, Ebony	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Hem, Elizabeth	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE B 1
Henton, Erin	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Hernandez Vieyra, Marco	FC	Direct Instr Support - Tutor for Veterans Resources Center	07/23/25	06/30/26	TE B 4
Howie, Anna	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Kim, Nicholas	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE A 2
Lee, Ariel	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Maganda, Irais	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Maganto, Louise Marie	CC	Direct Instr Support - Tutor for MLC	08/27/25	06/30/26	TE A 2
Marashli, Ahmad	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE B 2

Hourly Personnel
July 22, 2025

Martinez, Janelle	FC	Direct Instr Support - Tutor for the FC Hornets Tutoring	08/13/25	06/30/26	TE A 3
Mikolajczyk, Nathaniel	NOCE	Direct Instr Support - Tutor for Anaheim Learning Center	01/12/26	05/21/26	TE A 4
Molina, Mary	FC	Direct Instr Support - Tutor for the FC Hornets Tutoring	08/13/25	06/30/26	TE A 3
Mootz, Cooper	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE B 2
Munoz, Michael	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Nguyen, Jolie	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE B 2
Nguyen, Mai	NOCE	Direct Instr Support - Tutor in the Learning Resource Center	07/01/25	08/22/25	TE A 3
Osborn, Deven	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Pak, Emily	FC	Direct Instr Support - Tutor for Veterans Resources Center	07/23/25	06/30/26	TE B 4
Park, (Stella) Jeongbin	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/21/25	06/30/26	TE A 2
Patino, Ashley	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/20/25	06/30/26	TE A 2
Penn, Andrew	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Pham, Alan	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE A 2
Powell, Amanda	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/20/25	06/30/26	TE A 2
Ramirez, Robert	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/20/25	06/30/26	TE A 4
Rodriguez, Max	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Seebeck, Tashiana	NOCE	Direct Instr Support - Tutor for Anaheim Learning Center	01/12/26	05/21/26	TE A 4
Serr, Jeremy	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE B 1
Son, Soomin	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Su, David	CC	Direct Instr Support - Tutor in the Learning Resource Center	08/13/25	06/30/26	TE B 1
Sumaya, Jacqueline	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/20/25	06/30/26	TE A 2
Thawtar, Hsu	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Ulloa, Alez	FC	Direct Instr Support - Tutor for Math & CSCI Tutoring Lounge	08/13/25	06/30/26	TE A 2
Vazquez, Jocelyne	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Waddell, Dominique	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	07/01/25	06/30/26	TE B 2
Warner, Nolan	FC	Direct Instr Support - Tutor for the FC Hornets Tutoring	08/13/25	06/30/26	TE A 3
Woodson, Christian	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Zamora, Mireya	FC	Direct Instr Support - Tutor students in the campus Writing Center	07/23/25	06/30/26	TE A 3
Zuniga, Melissa	CC	Direct Instr Support - Tutor for Supplemental Instruction Program	08/13/25	06/30/26	TE A 2

Hourly Personnel
July 22, 2025

Medical

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Alvarado, Flory	CC	Medical - Clinical Psychologist for campus Health Center	07/01/25	06/30/26	ME C 4
Brown, Chris	CC	Medical - Clinical Psychologist for campus Health Center	07/01/25	06/30/26	ME C 4
Chavez- Camacho, Krista	CC	Medical - Health Services Specialist (RN) for campus Health Center	07/01/25	06/30/26	ME A 4
Duarte, Natalia	CC	Medical - Clinical Psychologist for campus Health Center	07/01/25	06/30/26	ME C 4
Obrien, Catherine	CC	Medical - Clinical Psychologist for campus Health Center	07/01/25	06/30/26	ME C 4
Pinedjian, Nancy	CC	Medical - Nurse Practitioner for campus Health Center	07/01/25	06/30/26	ME B 4

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

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

5.e.1

Item No.

Volunteer Personnel
July 22, 2025

Volunteers

Name	Site	Program	Begin	End
Arellano Delgado, Karla	FC	Grads to Be Program - Increase Awareness through Peer-to-Peer Project	07/22/25	06/30/26
Baker, Alexis	FC	Personal Service Attendant (PSA)	06/09/25	08/15/25
Byrd, Chance	FC	Veterans Resource Center VA Work - Study	07/01/25	06/30/26
Cantey, Rebekah	FC	Veterans Resource Center VA Work - Study	07/01/25	06/30/26
Cuba, Nicole	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Florian, Grimaneza S.	CC	Observation ESL Program	06/01/25	07/31/25
Ford, Preston	FC	Veterans Resource Center VA Work - Study	07/01/25	06/30/26
Giang, Mi	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Giang, Mi Hue	CC	Grad. Counseling Internship/DSS	02/02/26	05/30/26
Gonzalez, Julieta	FC	Grads to Be Program - Increase Awareness through Peer-to-Peer Project	07/22/25	06/30/26
Gonzalez, Yasmine	NOCE	Personal Service Attendant/NOCE/DSS	06/10/25	05/21/26
Gordon, Robert	FC	Automotive Department Volunteer	07/01/25	06/30/26
Heil, Emily	FC	Grad. Student Athletic Training Intern Program	07/01/25	12/13/25
Hernandez, Edilma	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Juarez, Mari	FC	Volunteer for Cadena Cultural Center	08/01/25	06/20/26
King, Shyanne	FC	Umoja Community Program- Peer Mentor	08/01/25	06/20/26
Leathers, Jessica	FC	Observation - Volunteer Student Athletic Trainer	07/23/25	12/13/25
Lomeli, Alyssa	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Lures, Joseph	FC	Grad. Student Athletic Training Intern Program	07/23/25	12/13/25
Maluyo, Erwin	NOCE	Personal Service Attendant/NOCE/DSS	06/17/25	06/30/26
Mecinas, Steve	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Neri, Mariel	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Pele, Sydney	FC	Grad. Student Athletic Training Intern Program	07/01/25	12/31/25
Perez-Herrera, Pamela	FC	Outreach, and Marketing at Hornets Resource Center	08/01/25	06/20/26
Robles, Robert	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Rodas, Lizbeth	FC	Observation - Volunteer Student Athletic Trainer	07/01/25	12/13/25

Volunteer Personnel
July 22, 2025

Rodriguez, Emily	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Romero, Olivia	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Ruiz, Luis Enrique	FC	Ambassador- Student Support for Hornets Tutoring Program	08/01/25	06/20/26
Santos, Jasmine	FC	Veterans Resource Center VA Work - Study	07/01/25	06/30/26
Sorel, Cambrian	CC	Intern in Counseling & Student Development Division	08/04/25	05/29/26
Torres, Marissa	FC	Grad. Student Athletic Training Intern Program	07/23/25	12/13/25
Valdez Coba, Cindy	FC	Grad. Student Athletic Training Intern Program	07/22/25	12/13/25
Verdugo, Guadalupe A.	FC	Admissions and Records Student Support	08/18/25	06/30/26
Woojung, Jang	FC	Admissions and Records Student Support	08/18/25	06/30/26

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Salary and Benefits Agreement for the
Confidential Employee Group

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

BACKGROUND: The Confidential employees and the District have come to an understanding for the 2025-2026 and 2026-2027 fiscal years.

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

Fiscal Year 2025-2026, the Confidential Salary Schedule will be increased by zero point two five percent (0.25%), across the schedule, effective July 1, 2025.

Fiscal Year 2026-2027, the Confidential Salary Schedule will be increased by zero point two five percent (0.25%), across the schedule, effective July 1, 2026.

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 is in compliance 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: Implementation of the salary agreement is within budget.

RECOMMENDATION: It is recommended that the Agreement for the 2025-2026 and 2026-2027 fiscal years, inclusive of all terms and conditions specified in the written Side Letter of Understanding between the Confidential Employee Group and the District, be approved as follows:

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Confidential Salary Schedule will be increased by zero-point two five percent (0.25%), across the schedule, effective July 1, 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Confidential Salary Schedule will be increased by zero-point two five percent (0.25%), across the schedule, effective July 1, 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

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

Only 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 .56% of the additional revenue using the State Chancellor's Office P2 available revenue received by the District in 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Confidential Salary Schedule, effective July 1, 2026.

DISTRICT HEALTH AND WELFARE BENEFITS PLAN

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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded COLA percentage.

Irma Ramos

Recommended by


Approved for Submittal

5.f.2

Item No.

**SIDE LETTER OF UNDERSTANDING BETWEEN
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
AND
CONFIDENTIAL EMPLOYEE GROUP**

July 1, 2025

Subject to adoption by the Board of Trustees, the Confidential Employees Group and the North Orange County Community College District hereby agree to the following for the 2025-2026 and 2026-2027 fiscal years:

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Confidential Salary Schedule will be increased by 0.25%, across the schedule, effective July 1, 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Confidential Salary Schedule will be increased by 0.25%, across the schedule, effective July 1, 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

This contingency language is based upon the following requirements and stipulations. Only 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 0.56% of the additional revenue using the State Chancellor's Office P2 available revenue received by the District in 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Confidential Salary Schedule, effective July 1, 2026.

DISTRICT HEALTH AND WELFARE BENEFITS PLAN

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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded COLA percentage.

This Agreement, if adopted by the Board of Trustees, shall constitute the complete and final Agreement of the parties for the 2024-2025 fiscal year.

For the District:

For the Confidential Employees Group:



Irma Ramos, Vice Chancellor
Human Resources



Annalisa Webber



Julie Kossick, Associate Vice Chancellor
Human Resources

CONFIDENTIAL MONTHLY SALARY SCHEDULE

Effective July 1, 2025

STEP							
RANGE	A	B	C	D	E	F	RANGE
18C	5,330	5,584	5,859	6,149	6,454	6,770	18C
19C	5,454	5,718	5,999	6,300	6,607	6,933	19C
20C	5,584	5,859	6,149	6,454	6,770	7,106	20C
21C	5,718	5,999	6,300	6,607	6,933	7,283	21C
22C	5,859	6,149	6,454	6,770	7,106	7,449	22C
23C	5,999	6,300	6,607	6,933	7,283	7,632	23C
24C	6,149	6,454	6,770	7,106	7,449	7,821	24C
25C	6,300	6,607	6,933	7,283	7,632	8,010	25C
26C	6,454	6,770	7,106	7,449	7,821	8,202	26C
27C	6,607	6,933	7,283	7,632	8,010	8,398	27C
28C	6,770	7,106	7,449	7,821	8,202	8,605	28C
29C	6,933	7,283	7,632	8,010	8,398	8,810	29C
30C	7,106	7,449	7,821	8,202	8,605	9,030	30C
31C	7,283	7,632	8,010	8,398	8,810	9,244	31C
32C	7,449	7,821	8,202	8,605	9,030	9,468	32C
33C	7,630	8,012	8,404	8,818	9,249	9,698	33C
34C	7,814	8,209	8,608	9,033	9,478	9,937	34C
35C	8,008	8,408	8,820	9,253	9,710	10,180	35C
36C	8,202	8,612	9,035	9,481	9,949	10,432	36C
37C	8,403	8,826	9,256	9,713	10,192	10,688	37C
38C	8,606	9,042	9,484	9,953	10,443	10,950	38C
39C	8,816	9,262	9,713	10,194	10,697	11,217	39C
40C	9,030	9,487	9,950	10,442	10,957	11,489	40C
41C	9,249	9,717	10,191	10,697	11,223	11,768	41C

CLASSIFICATIONS

19C Senior Technician
24C Human Resources Specialist
24C Executive Assistant I
27C Executive Assistant II
30C Executive Assistant III
30C Executive Assistant/Human Resources
37C Human Resources Coordinator
37C Human Resources Coordinator/EEO and Compliance
41C Professional 3 (P3) Business/Systems Analyst

LONGEVITY PAY

Five years of continuous service = 5% of present step
Ten years of continuous service = 10% of present step
Fifteen years of continuous service = 15% of present step
Twenty years of continuous service = 20% of present step
Twenty-five years of continuous service = 25% of present step
Thirty years of continuous service = 30% of present step

Step advancements are awarded on a yearly basis on the employee's anniversary date. The anniversary date is the first day of the month following twelve (12) full months of employment.

Board Approved:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Salary and Benefits Agreement for the District
Management Association

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

BACKGROUND: The Confidential employees and the District have come to an understanding for the 2025-2026 and 2026-2027 fiscal years.

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

Fiscal Year 2025-2026, the Management Salary Schedule will be increased by zero point two five percent (0.25%), across the schedule, effective July 1, 2025.

Fiscal Year 2026-2027, the Management Salary Schedules will be increased by zero point two five percent (0.25%), across the schedule, effective July 1, 2026.

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 is in compliance 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: Implementation of the salary agreement is within budget.

RECOMMENDATION: It is recommended that the Agreement for the 2025-2026 and 2026-2027 fiscal years, inclusive of all terms and conditions specified in the written Side Letter of Understanding between the District Management Association and the District, be approved as follows:

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Management Salary Schedule will be increased by zero-point two five percent (0.25%), across the schedule, effective July 1, 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Management Salary Schedule will be increased by zero-point two five percent (0.25%), across the schedule, effective July 1, 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

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

Only 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 5.72% of the additional revenue using the State Chancellor's Office P2 available revenue received by the District in 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Confidential Salary Schedule, effective July 1, 2026.

DISTRICT HEALTH AND WELFARE BENEFITS PLAN

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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded COLA percentage.

Irma Ramos

Recommended by


Approved for Submittal

5.g.2

Item No.

**SIDE LETTER OF UNDERSTANDING BETWEEN
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
AND
DISTRICT MANAGEMENT ASSOCIATION EMPLOYEES**

July 1, 2025

Subject to adoption by the Board of Trustees, the Management Employees Group and the North Orange County Community College District hereby agree to the following for the 2025-2026 and 2026-2027 fiscal years:

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Management Salary Schedule will be increased by 0.25%, across the schedule, effective July 1, 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Management Salary Schedule will be increased by 0.25%, across the schedule, effective July 1, 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

This contingency language is based upon the following requirements and stipulations. Only 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 5.72% of the additional revenue using the State Chancellor's Office P2 available revenue received by the District in 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Management Salary Schedule, effective July 1, 2026.

DISTRICT HEALTH AND WELFARE BENEFITS PLAN

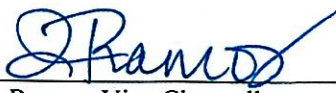
If the Kaiser Other Southern California rate increases in excess of \$11,359.32 or \$18,174.84 effective January 2026, the District will increase the District contribution for employee plus one dependent and family for the 2026 benefit year, not to exceed the 2025-2026 funded COLA percentage.

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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded COLA percentage.

This Agreement, if adopted by the Board of Trustees, shall constitute the complete and final Agreement of the parties for the 2025-2026 and 2026-2027 fiscal years.

For the District:

For the District Management Association:


Irma Ramos, Vice Chancellor
Human Resources


Karla Frizler


Julie Kossick, Associate Vice Chancellor
Human Resources

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
MANAGEMENT ANNUAL SALARY SCHEDULE
Effective July 1, 2025**

Range	COLUMN							Range
	A	B	C	D	E	F	G	
3	78,210	81,253	84,412	87,701	91,121	94,680	98,377	3
4	81,503	84,674	87,974	91,404	94,971	98,686	102,542	4
5	84,796	88,099	91,534	95,108	98,824	102,688	106,710	5
6	88,087	91,522	95,095	98,809	102,675	106,697	110,873	6
7	91,378	94,948	98,656	102,512	106,525	110,702	115,042	7
8	94,668	98,369	102,215	106,215	110,374	114,699	119,201	8
9	97,959	101,791	105,774	109,918	114,229	118,707	123,368	9
10	101,255	105,215	109,333	113,618	118,075	122,712	127,534	10
11	104,546	108,638	112,895	117,321	121,924	126,715	131,695	11
12	107,837	112,061	116,456	121,025	125,778	130,721	135,865	12
13	111,126	115,485	120,017	124,729	129,630	134,725	140,026	13
14	114,420	118,910	123,579	128,432	133,484	138,734	144,195	14
15	117,713	122,330	127,139	132,138	137,329	142,738	148,357	15
16	121,005	125,757	130,699	135,836	141,184	146,743	152,522	16
17	124,294	129,179	134,258	139,541	145,035	150,748	156,689	17
18	127,587	132,602	137,818	143,242	148,884	154,755	160,857	18
19	130,878	136,026	141,378	146,946	152,735	158,756	165,016	19
20	134,174	139,448	144,939	150,650	156,587	162,760	169,183	20
21	137,462	142,870	148,497	154,348	160,437	166,769	173,349	21
22	140,754	146,294	152,060	158,053	164,287	170,769	177,513	22
23	144,043	149,719	155,620	161,757	168,138	174,774	181,677	23
24	147,336	153,142	159,180	165,460	171,990	178,778	185,843	24
25	150,628	156,564	162,740	169,161	175,842	182,788	190,012	25
26	153,921	159,988	166,301	172,863	179,688	186,788	194,171	26
27	157,211	163,411	169,858	176,565	183,542	190,793	198,337	27
28	160,502	166,835	173,419	180,270	187,393	194,798	202,502	28
29	163,795	170,255	176,980	183,971	191,242	198,805	206,668	29
30	167,087	173,681	180,541	187,673	195,094	202,807	210,834	30
31	170,377	177,104	184,105	191,378	198,945	206,815	214,997	31
32	173,668	180,528	187,661	195,081	202,798	210,820	219,166	32
33	176,958	183,951	191,220	198,779	206,641	214,824	223,325	33
34	180,252	187,372	194,780	202,485	210,495	218,828	227,492	34
35	183,545	190,796	198,341	206,186	214,350	222,833	231,659	35
36	186,835	194,221	201,899	209,889	218,196	226,838	235,825	36
37	190,126	197,647	205,462	213,590	222,047	230,842	239,986	37
38	193,416	201,067	209,022	217,294	225,899	234,847	244,153	38
39	196,711	204,493	212,583	220,999	229,750	238,852	248,316	39

Where less than 12 calendar months of service are required, the salary is prorated in proportion to the service required.

A management 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.

A management employee who does not qualify for the doctoral stipend may receive up to five professional growth incentive increments of \$400 each pursuant to the policy for management professional growth.

Board Approved:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	<u>X</u>
DATE:	July 22, 2025	Resolution	<u> </u>
		Information	<u> </u>
SUBJECT:	Executive Officer Salary Schedule Increase, Column Advancements, 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.

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

The Chancellor recommends that the Executive Officers be provided the same salary percentage increases and District Health Benefits as provided to the District's Management Team as detailed in the recommendation section of this Board item.

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 increases for Executive Officers for the 2025–2026 and 2026-2027 fiscal years, salary column advancements, and contract amendments:

SALARY SCHEDULE ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Executive Officer Salary Schedule will provide an on-schedule salary increase of zero point two five percent (0.25%), across the schedule, effective July 1, 2025.

SALARY SCHEDULE ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Executive Officer Salary Schedule will provide an on-schedule salary increase of zero point two five percent (0.25%), across the schedule, effective July 1, 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

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

Only 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 .73% of the additional revenue using the State Chancellor's Office P2 available revenue received by the District in 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Executive Officer Salary Schedule, effective July 1, 2026.

DISTRICT HEALTH AND WELFARE BENEFITS PLAN

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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded COLA percentage.

COLUMN ADVANCEMENT (2025-2026)

- Scott Thayer, President, Cypress College, from step D to E, three hundred three thousand, sixty-two dollars (\$303,062) effective July 1, 2025.
- Cynthia Olivo, President, Fullerton College, from step E to F, three hundred fourteen thousand, two hundred sixty-eight dollars (\$314,268) effective July 1, 2025.

CONTRACT AMENDMENTS

Employment contract amendments for the following Executive Officers, incorporate the salary schedule increases and column advancement, as applicable, and amends the terms of the contract through June 30, 2028:

- Cynthia Olivo, President, Fullerton College
- Valentina Purtell, President, North Orange Continuing Education
- Irma Ramos, Vice Chancellor, Human Resources
- Scott Thayer, President, Cypress College
- Fred Williams, Vice Chancellor, Finance and Facilities (through December 31, 2025)

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

EXECUTIVE OFFICER ANNUAL SALARY SCHEDULE

Effective July 1, 2025

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>
262,360	271,944	281,911	292,278	303,062	314,268	325,932	338,058

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:	July 22, 2025	Information	<u> </u>
		Enclosure(s)	<u>X</u>
SUBJECT:	Negotiated Tentative Agreement Between Adjunct Faculty United AFT/AFL/CIO Local 6106 and the District		

BACKGROUND: Adjunct Faculty United AFT/AFL/CIO Local 6106 and the District have negotiated a Tentative Agreement for the 2024-2025, 2025-2026 and 2026-2027 academic years. This agreement has been ratified by the Adjunct Faculty United membership.

The provisions of this Agreement, if 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.

Successor negotiations for the 2027-2028 academic year will be conducted in accordance with Article 1.2 of the collective bargaining agreement.

The Adjunct Faculty Salary Schedule A, B, and C will be increased by thirteen percent (13.0%) for 2025-2026, across the schedules, effective Fall 2025. Salary increase for counselors will be effective August 1, 2025.

The Adjunct Faculty Salary Schedule A, B, and C will be increased by point two five percent (0.25%) for 2026-2027, across the schedules, effective Fall 2026.

The Agreement contains modification to Articles 1, 3, 6, 7, 9, 10, 11, 12, 13, 14 and 15.

This Agreement concludes negotiations for the 2024-2025, 2025-2026 and 2026-2027 academic years except as specified in 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.

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: Implementation of the salary and benefits increases for adjunct faculty is within budget.

RECOMMENDATION: It is recommended that the Board of Trustees approve the negotiated Tentative Agreement inclusive of all terms and conditions between Adjunct Faculty United/AFT/AFL/CIO Local 6106 and the District.

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Adjunct Faculty Salary Schedule A, B, and C will be increased by thirteen percent (13.0%) for 2025-2026, across the schedules, effective Fall 2025. Salary increase for counselors will be effective August 1, 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Adjunct Faculty Salary Schedule A, B, and C will be increased by point two five percent (0.25%) for 2026-2027, across the schedules, effective Fall 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

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

Only 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 10.48% of the additional revenue using the State Chancellor's Office P2 available revenue received by the District in 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Adjunct Faculty Salary Schedule A, B, and C, effective Fall 2026.

DISTRICT HEALTH AND WELFARE BENEFITS PLAN

The District will pay the cost of the employee-only premium for eligible Unit Members meeting the assignment eligibility of forty percent (40%) or more per semester. Effective January 2026 the District will contribute a maximum up to \$11,359.32 annually towards one dependent care medical premiums. Effective January 1, 2026, the District will contribute a maximum up to \$18,174.84 annually towards family plan medical premiums.

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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded cola percentage.

The Agreement contains modification to Articles 1, 3, 6, 7, 9, 10, 11, 12, 13, 14 and 15.

Irma Ramos

Recommended by


Approved for Submittal

5.i.2

Item No.

**TENTATIVE AGREEMENT BETWEEN
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
AND**

ADJUNCT FACULTY UNITED AFT/CFT

June 17, 2025

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

Any issue, subject, or matter discussed by the District and the Adjunct Faculty Association 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.

Successor negotiations for the 2027-2028 academic year will be conducted in accordance with Article 1.2 of the collective bargaining agreement.

ARTICLE 1 - AGREEMENT

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

- 1.2.1 During the term of this Agreement, the Union and the District shall have the right to reopen this Agreement in the 2026-2027 academic year. In the event either party desires to negotiate reopeners as provided herein, such party shall serve upon the other by October 15th of each year, a written request to commence negotiations and an initial written proposal for such reopeners.

ARTICLE 3 – UNION RIGHTS, shall remain unchanged except for the following amendment(s):

3.3 Compensation for Union Business ~~(May use half of the increase during 18/19)~~

- 3.3.1 In satisfaction of the requirements of Chapter 10.7 of the Government Code, during the regular semester and scheduled instructional intersessions, the District shall provide a cumulative total of not more than ~~six hundred fifty (650)~~ one thousand fifty (1050) hours of compensation each academic year to such Unit Members as may be designated by the Union for the purposes of official union business with the District, including negotiations, processing grievances, and disciplinary matters. ~~meeting and negotiating hourly rate on the Adjunct Faculty Salary Schedule.~~

- 3.3.2 To be eligible for compensation as provided in section 3.3.1, a Unit Member must be employed in an academic assignment with the District, as provided in Article 2, section 2.1.1.1 of this

Agreement, during the regular semester or scheduled instructional intersession in which such compensation is to be awarded. The hours of compensation shall not be reflected in the load schedule of the Unit member.

3.3.2.1 The District and the Union agree that pursuant to the provisions of section 87482.5 (c)(1) of the Education Code, the hours of compensation for union activities awarded to any Unit Member as provided herein shall constitute “ancillary activities” and shall not be used for purposes of calculating eligibility for contract or regular status with the District.

3.3.2.2 The hours of compensation for union activities awarded to any Unit Member as provided herein shall not count toward the eligibility requirements to qualify for “preferred consideration” with respect to a Unit Member’s request for assignment as provided in Article 6 of this Agreement.

3.3.2.3 The hours of compensation for union activities awarded to any Unit Member as provided herein shall not count toward the eligibility requirements to qualify for the District health insurance premium reimbursement as provided in Article 12 of this Agreement.

3.3.3 Not later than the last day of the spring semester, the Union will provide the Vice Chancellor of Human Resources with a list of such designated Unit Members and the number of hours of compensation awarded to each pursuant to this section for each regular semester and scheduled instructional intersession during the next academic year. The Union shall promptly notify the District should subsequent changes be necessary.

ARTICLE 6 – ASSIGNMENT AND SCHEDULING, shall remain unchanged except for the following amendment(s):

6.1 Request for Assignment

6.1.1 The District shall make available forms, which shall be posted on the North Orange County Community College District ~~website~~intranet, on which Unit Members may request assignments and load (up to sixty~~-seven~~ (67) percent) for a regular semester and indicate the assignment(s) and load they would be willing to assume for that semester~~-~~.

6.1.2 For an assignment request to be valid and eligible for consideration, the District assignment request form, properly completed, signed and dated, must be submitted within the specified window period and received in the appropriate office by the specified deadline as follows:

6.1.2.1 ~~College~~ Semester Assignment Requests

6.1.2.1.1 ~~College~~ Fall Semester Assignment Request: Form must be received in the appropriate division office not later than the first instructional day of November of the previous fall semester, but not earlier than the first instructional day of the previous fall semester.

6.1.2.1.2 ~~College~~ Spring Semester Assignment Request: Form must be received in the appropriate division office not later than the first instructional day of April of the previous spring semester, but not earlier than the first instructional day of the previous spring semester.

6.1.2.1.3 A separate assignment request form must be submitted for each semester. Requests for teaching assignments must specify each course the Unit Member would be willing to assume as an assignment.

~~6.1.2.2 North Orange Continuing Education Semester Assignment Requests:~~

- ~~6.1.2.2.1 North Orange Continuing Education Fall Semester Assignment Request: Form must be received in the appropriate department office not later than the last instructional day of the previous winter semester, but not earlier than the first instructional day of the previous winter semester.~~
- ~~6.1.2.2.2 North Orange Continuing Education Winter Semester Assignment Request: Form must be received in the appropriate department office not later than the last instructional day of the previous spring semester, but not earlier than the first instructional day of the previous spring semester.~~
- ~~6.1.2.2.3 North Orange Continuing Education Spring Semester Assignment Request: Form must be received in the appropriate department office not later than the last instructional day of the previous spring semester, but not earlier than the first instructional day of the previous spring semester.~~
- ~~6.1.2.2.4 A separate assignment request form must be submitted for each semester. Request for teaching assignments must specify each course the Unit Member would be willing to assume as an assignment.~~

6.1.3 The District shall have the right to modify the forms from time to time, at its discretion. However, the District will consult with the Union prior to implementing changes in the forms.

6.2 Preferred Consideration of Request for Assignment

- 6.2.1 A Unit member who submits a timely and properly completed request for assignment form in accordance with the provisions of section 6.1.2 et. seq., will be given preferred consideration with respect to the Unit Member's Request for assignment in a regular semester if, by the deadline for receipt of the assignment request form, all of the following apply:
- 6.2.1.1 the Unit Member has completed at least a thirty-three (33) percent load for each of four (4) regular semesters within the previous six (6) consecutive regular ~~trimesters/semesters~~ within the department or area offering the requested assignment(s), including the semester by which the request form must be submitted.
- 6.2.1.2 the Unit Member has no overall "needs improvement" or "unsatisfactory" administrative evaluations during the applicable previous six (6) ~~consecutive regular semesters~~or previous nine (9) consecutive regular trimesters;
- 6.2.1.3 the Unit Member has not declined, in whole or in part, two offers of assignment during the applicable previous six (6) consecutive regular semestersor previous nine (9) consecutive regular trimesters.
- 6.2.2 Accordance of preferred consideration for assignments shall be subject to the following, as determined by the District;
- 6.2.2.1 the availability of requested assignments after regular and contract faculty schedules have been finalized;
- 6.2.2.2 the Unit Member's qualifications for the requested assignment(s), including, but not limited to, the Unit Member's possession of adequate preparation for the assignment through appropriate education or experience, possession of the effective skills relevant to the assignment, possession of particular expertise relevant to the assignment, recency of education preparation, experience and skills relevant to the assignment, prior successful service in the assignment within the department, and recency of performance of the requested assignment within the department;

- 6.2.2.3 the Unit Member's past performance during the applicable previous six (6) consecutive regular semesters ~~or previous nine (9) consecutive regular trimesters~~, including, but not limited to, prior performance evaluations, compliance with employee responsibilities as provided in this Agreement, and other indicators of performance;
- 6.2.2.4 the need to promote diversity, particular expertise, and recency of skill sets within the department or area.
- 6.2.3 In the event of a conflict among equally qualified Unit Members who have submitted timely and valid requests for assignment and who meet the requirements for preferred consideration of their requests, priority for assignment will normally be accorded the Unit Member with the greatest length of service. Length of service shall be determined by the number of regular semesters ~~or trimesters~~ of actual service, after July 1, 1997, as a Unit Member within the department offering the requested assignment(s). In the event the Unit Members have equal length of service within the department, any conflict in assignment requests shall be decided by the Immediate Management Supervisor.
- 6.2.4 A Unit Member who is granted an approved Legislative or Organizational Leave pursuant to the provisions of Article 14, and is eligible for preferred assignment consideration at the time the leave is granted, shall retain the Unit Member's length of service position and shall be entitled to preferred status upon return from the leave.
- 6.2.5 Reemployment preference for an assignment shall apply to the initial scheduling process for each semester.
- 6.2.6 Each fall semester, the Immediate Management Supervisor will publish a list of adjunct faculty who have met the eligibility criteria for reemployment preference for teaching, counseling, and librarian assignments for the next academic year (RP List). Human Resources will provide the RP List to the Association. Unit Members may update their availability time frame and courses desired to teach on the Adjunct Faculty Assignment Request (AFAR) Form up to the point where the scheduling process is initiated as determined by the IMS.
- 6.2.7 Adjunct Faculty Date (AF Date) - The first date of actual assignment as a Unit Member. In the event the Unit Member does not perform an assignment for a period of 18 months or more, the AF Date will be the date of assignment after being rehired.

6.3 Conditions of Employment

- 6.3.1 Adjunct faculty are temporary employees; the District may employ adjunct faculty on a temporary basis, as needed, either during a specific academic term, or from term to term, at its discretion. The District shall retain all customary and usual powers, functions and authority with respect to the employment, retention and termination of temporary faculty members to the full extent of the law, any provisions of this Agreement notwithstanding.
- 6.3.2 Unless specifically approved by the Vice Chancellor of Human Resources or designee, the employment of adjunct faculty during any term shall not exceed, for all assignments within the District, sixty-seven (67) percent of the load of scheduled duties for a full-time regular faculty member having comparable duties averaged over the semester. The District shall have the authority to make and terminate any assignments of Unit Members in a manner that will ensure that the workload of each Unit Member does not exceed sixty-seven (67) percent of the load of scheduled duties for a full-time regular faculty member having comparable duties averaged over the semester. No Unit Member shall be employed to provide academic services within the District who does not possess the appropriate minimum qualifications to render service in the assignment.

6.3.3 To facilitate the assignment and scheduling of Unit Members, the District may, either on the form on which Unit Members may request assignments as provided in section 6.1.1 of this Article, or by other means of inquiry, solicit information as to the days and times when a Unit Member might be available to perform assignments. However, any such inquiry by the District as to the days and times when a Unit Member might be available to perform assignments, or any provision of such information by a Unit Member, is intended solely to assist the District in considering the assignment requests of Unit Members.

6.3.4 The scheduling and assignment of work for Unit Members who are offered employment shall be at the sole discretion of the District. Unit Members shall not be entitled to any particular assignment, load, or pattern of assignments on the basis of any previous employment or assignment with the District. Nothing in this Agreement shall limit or restrict the District's right to make and schedule assignments, or to add or eliminate course sections or other assignments at any time.

6.3.5 Unit Members who meet the eligibility requirements for reemployment preference and whose name appears on the RP List shall be entitled to receive an assignment of at least twenty percent (20%) of a full load based on AF Date, so long as the Unit Member is available to teach the class and there are sufficient class sections available. An assignment offered to and accepted by the Unit Member may not be preempted to fill either a canceled overload assignment or an overload request made after finalization of the assignment of a contract or regular faculty member.

6.3.56 It is understood that although a Unit Member may meet the requirements for preferred consideration of the Unit Member's request for assignment as provided in section 6.2 of this article, this does not create any guarantee, right, or entitlement of the Unit Member to assignment or employment, and nothing in this Agreement shall be construed as creating any obligation of the District to employ, renew the employment of, retain, or continue the employment of any Unit Member, nor in any manner obligate the District to consider or award assignments on specific days, at specific times, in specific classrooms, or at specific locations.

6.3.56.1 However, in the event a Unit Member who submits a timely and valid request for assignment as provided in section 6.1.2 of this Article and who meets the requirements for preferred consideration of the Unit Member's request for assignment as provided in section 6.2.1 of this Article is not offered the requested assignment, the Unit Member shall be entitled to receive, upon request, a written statement of the reason(s).

6.3.6.2 Reemployment preference eligibility may be lost in the following ways: (1) failure to timely submit a completed AFAR form; (2) receiving an overall unsatisfactory evaluation; (3) receiving an overall needs improvement evaluation for two consecutive semesters; and (4) Unit Member has not taught for two consecutive semesters. In the event a Unit Member loses his/her reemployment preference eligibility, the Unit Member will be required to reestablish reemployment preference status.

6.3.56.32 The provision by the District of the reason(s) for not offering the assignment shall be final, shall not be subject to the grievance provisions of Article 16 of this Agreement, and shall not be construed to create any obligation of the District to show cause for not offering the assignment nor in any way impair the District's authority with respect to the employment, retention, and termination of temporary faculty members to the full extent of the law.

6.4 Withdrawal and Cancellation of Assignments

6.4.1 A class or nonteaching assignment offered to a Unit Member may be withdrawn by the District at any time if it is needed to fill the normal load of a contract or regular faculty member. ~~If a Unit Member has been offered an assignment of at least thirty-three (33) percent, and all or part of the assignment is preempted to fill the normal load of a contract or regular faculty member, the assignment shall apply toward the criteria for preferred consideration as provided in section~~

~~6.2.1.1 as if it had been completed.~~ An assignment offered to a Unit Member may not be preempted to fill a canceled overload assignment of a contract or regular faculty member.

6.4.2 A class that has been offered to a Unit Member may be cancelled by the District at any time prior to the first class session or at any time during the term of the assignment if the number of students enrolled is fewer than the minimum number established by the District or if conditions arise, as determined by the District, which make maintaining the class impractical.

6.4.3 A nonteaching assignment that has been offered to a Unit Member may be cancelled by the District at any time before the first scheduled duty day for the assignment or at any time during the term of the assignment if conditions arise, as determined by the District, which make maintaining the assignment impractical.

6.4.4 A Unit Member whose assignment is withdrawn or cancelled shall not be entitled to any reassignment to replace the withdrawn or cancelled assignment.

6.5 The provisions of this Article with respect to preferred consideration of a Unit Member's request for assignment shall not apply to the employment of the Unit Members during any summer session or intersession, or to substitute or "as needed" assignments.

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

7.7 Employee Responsibilities

7.7.1 Unit Members shall be responsible for compliance with District and campus policies and procedures, to the extent not inconsistent with this Agreement, and for compliance with the provisions of this Agreement.

7.7.2 Unit Members shall be responsible for the timely submission of attendance records and grades and compliance with other administrative and clerical requirements as directed.

7.7.3 Unit Members shall be responsible for compliance with campus exit/clearance processes, as directed, for the return of equipment, keys, parking passes and library cards and materials and other District property at the conclusion of their assignments.

7.7.4 Unit Members shall maintain a current address and telephone number with the District Office of Human Resources and shall provide written notice within thirty (30) days of any change.

7.7.5 Unit Members shall regularly check their NOCCCD issued email account a minimum of once a week and shall use their NOCCCD issued email account for conducting NOCCCD business.

7.7.6 Unit Members shall be responsible for providing reasonable accommodations to students enrolled in their classes as developed and approved through the office of disability services.

7.8 Ancillary Activities

7.8.1 The District and the Union agree that pursuant to the provisions of section 87482.5(c)(1) of the Education Code, any service in professional ancillary activities by Unit Members, whether paid or unpaid, shall not be used for purposes of calculating eligibility for contract or regular status with the District.

7.8.2 Ancillary activities include, but are not limited to, the following:

7.8.2.1 Service on District or campus governance committees, including, but not limited to, budget committees, advisory councils, cabinets, accreditation committees, master planning committees, program review committees, etc.;

7.8.2.2 Service on hiringsearch committees;

7.8.2.3 Service on evaluation committees;

7.8.2.4 Participation in department and division meetings and activities;

7.8.2.5 Service on academic/faculty senates;

7.8.2.6 Curriculum and course development projects;

7.8.2.7 Advising student organizations;

7.8.2.8 Providing tutoring services to students outside of class;

7.8.2.9 Grant writing, implementation and management;

7.8.2.10 Participation in, preparation for, or presentation of District-sponsored Professional Development/activities.

7.8.3 Unit Members serving on Academic Senate, District Consultation Council, Technology Coordinating Council, and Council on Budget and Facilities; ~~and District Enrollment Management Advisory Committee~~ shall be compensated for their service on these committees. ~~as outlined below and shall not serve on more than one committee per semester.~~

7.8.3.1 Adjunct Senators shall be compensated for attending Academic Senate meetings not to exceed four hours of pay per month. at their regular rate, except Credit Instructors at the lab rate.

7.8.3.2 The Unit Member shall be compensated for attending District Consultation Council not to exceed two hours of pay per month at their regular rate, except Credit Instructors at the lab rate.

7.8.3.3 The Unit Member shall be compensated for attending Technology Coordinating Council not to exceed two hours of pay per month at their regular rate, except Credit Instructors at the lab rate.

7.8.3.4 The Unit Member shall be compensated for attending Council on Budget and Facilities not to exceed four hours of pay per month at their regular rate, except Credit Instructors at the lab rate.

7.8.3.5 President's Advisory Council (Cypress and Fullerton): Unit Members shall be compensated for attending PAC not to exceed four hours of pay per month at their lab rate.

7.8.3.6. President's Cabinet (NOCE): Unit Members shall be compensated for attending President 's Cabinet not to exceed two hours of pay per month at their regular rate.

~~7.8.3.5 The Unit Member shall be compensated for attending District Enrollment Management Advisory Committee not to exceed two hours of pay per month at their regular rate, except Credit Instructors at the lab rate.~~

7.8.4 Compensation for ancillary duties listed in this section will be paid fifty (\$50.00) per hour, unless otherwise authorized per section 7.8.5.

7.8.4.1 Unit Members serving on a search committee for authorized committee work will be compensated for attending committee meetings and application evaluation.

<u>Number of applications</u>	<u>Hours Compensated</u>
<u>1-25</u>	<u>2 hours</u>
<u>26-50</u>	<u>4 hours</u>
<u>51-75</u>	<u>6 hours</u>
<u>76-100</u>	<u>8 hours</u>
<u>101-125</u>	<u>10 hours</u>
<u>126-150</u>	<u>12 hours</u>
<u>151-175</u>	<u>14 hours</u>
<u>176-200+</u>	<u>16 hours</u>

7.8.4.2 Opening Day: Unit Members (Credit/Non-Credit) shall be compensated for attending Opening Day, not to exceed two hours for credit and three hours for non-credit.

7.8.4.3 Credit Unit Members shall be compensated for attending Division/Department meetings on Flex Day or Opening Day, not to exceed two hours.

7.8.4.4 Non-Credit Unit Members shall be compensated for attending Department meetings prior to the first day of instruction of the Fall and Spring semesters, not to exceed two hours.

7.8.4.5 Adjunct Orientation: Unit Members shall be compensated one time for attending the District Adjunct Orientation, not to exceed four hours.

7.8.4.6 Leadership Academy: Unit Members shall be compensated for participating and completing the Leadership Academy Program, not to exceed sixty hours.

7.8.4.7 Unit Members shall be required to track ancillary duty hours worked and approved each month by the Division on the District provided timesheet. Unit Members shall submit timesheets to the Division by the first day of the following month in which the work was performed.

7.8.5 Unit Members may be compensated for other ancillary duties as approved in advance by the Vice Chancellor of Human Resources or designee.

ARTICLE 9 – EVALUATION, shall remain unchanged except for the following amendment(s):

9.1 Purpose of Evaluation

9.1.1 The purpose of the program of evaluation for adjunct faculty is to improve instruction and support services by providing assessment that recognizes and acknowledges good performance and identifies areas needing improvement.

9.1.2 If requested by the Unit Member, the Immediate Management Supervisor or designee will recommend the names of faculty members, if any, who may be willing to provide assistance as mentors in preparing for evaluations and during the evaluation process.

9.1.3 It is the intent of the parties that evaluations are to be conducted in a supportive, collegial, and nonpunitive manner.

9.2 Frequency of Evaluation

9.2.1 Unit Members ~~performing credit or noncredit assignments~~ shall be evaluated in the first regular semester of paid service, if feasible, but not later than the second regular semester of paid service, and at least once every six (6) regular semesters of paid service thereafter.

9.2.2 Unit Members shall be evaluated at each school where the Unit Members teach classes or are assigned in accordance with current evaluation procedures.

9.2.3 Where a Unit Member is on a leave of absence during the semester for which the evaluation would normally be scheduled, such evaluation shall be conducted in the first full semester upon the Unit Member's return to service. Postponement or delay of the evaluation, as provided in this section, shall not affect the schedule of subsequent evaluations.

9.3 Components of Evaluation

9.3.1 The evaluation process shall include the following components:

9.3.1.1 an assessment of the Unit Member's performance by the Immediate Management Supervisor or designee which shall include a classroom/worksite observation of duration not less than thirty (30) minutes, but which shall not exceed one (1) class period in the case of classroom observation, or ninety (90) minutes in the case of other worksite observation. For classes employing distance education technologies, the evaluator will provide specific information to clarify the details associated with the evaluation process, including the amount of time needed for access to the learning management system and the access level required (TA, instructor, student).

9.3.1.2 a review by the Immediate Management Supervisor or designee of classroom/worksite and other job-related materials prepared by the Unit member, provided that for non-credit programs where the Unit Member does not regularly prepare job-related materials, they are not required to be reviewed;

9.3.1.3 student evaluations, which shall be administered by the Immediate Management Supervisor or designee;

9.3.1.4 an assessment of the Unit Member's performance by a peer reviewer, if elected by the Unit Member pursuant to section 9.5.

9.3.2 Where the Unit Member has students who are incapable of providing feedback, or where evaluation by students is clearly impractical, the requirement for administration of student evaluations may be waived or modified by mutual agreement of the Immediate Management Supervisor and the Unit Member, and the reasons made part of the evaluation report.

9.4 Administrative Evaluation

9.4.1 Within the first four weeks of the semester in which the evaluation is to occur, the Immediate Management Supervisor or designee will provide those Unit Members to be evaluated with an evaluation packet consisting of the following:

9.4.1.1 ~~I~~ instructions which outline the evaluation process;

9.4.1.2 a ~~A~~ copy of the Performance Evaluation form;

9.4.1.3 ~~a~~ A list of job-related materials such as course syllabi, samples of assignments, examinations, class handouts, faculty to student communications, etc., to be submitted for review and the date by which such materials are to be submitted, which shall be not less than fourteen (14) calendar days form the date of notice.

~~9.4.1.4 a form which shall be completed by the Unit Member indicating the Unit Member's current mailing address and returned to the Immediate Management Supervisor not more than fourteen (14) calendar days from the date of notice. This form will also be available on the North Orange County Community College District website.~~

9.4.2 The Immediate Management Supervisor or designee shall conduct a classroom/worksite observation which shall be scheduled subsequent to the first quarter and prior to the last eighth of the term.

9.4.2.1 At least fourteen (14) calendar days prior to observation, the Immediate Management Supervisor or designee will provide the Unit Member with notification of not more than three alternate dates and approximate times during which the classroom/worksite observation may be conducted.

9.4.2.2 A designee who conducts a classroom/worksite observation may be any of the following: another academic administrator; a management program assistant; a full-time faculty member; an adjunct faculty member; a professional expert with teaching experience.

9.4.3 At least fourteen (14) calendar days in advance, the Immediate Management Supervisor or designee will provide the Unit Member with notification of the dates, classes or other circumstances during which student evaluations will be administered.

9.4.3.1 The Unit Member shall leave the classroom prior to the administration of the student evaluations (Appendixes B-4 through B-6).

9.4.3.2 The student evaluation forms (or other raw data) shall be retained by the Immediate Management Supervisor until the final grades have been posted, after which time they shall be provided to the Unit Member, if requested by the Unit Member within ninety (90) calendar days of the last instructional day of the term for which the Unit Member was evaluated.

9.4.4 Evaluations shall use the Adjunct Faculty Evaluation Form (Appendixes B-1 through B-3) as appropriate by the assignment of the Unit Member and shall result in a rating for each evaluative criterion and an overall rating of "excellent," "satisfactory," "needs improvement" or "unsatisfactory." Evaluations shall be based upon the criteria set forth in the Adjunct Faculty Evaluation Forms. The evaluation of distance education classes shall also adhere to distance education guidelines as provided in course outlines, department distance education guidelines, distance education campus handbooks, and the Online Education Initiative (OEI) rubric. Evaluations shall not include assessment of the Unit Member's participation in extracurricular activities that are not reasonably related to, and comprehended within, the scope of the Unit Member's instructional or other academic assignment.

- 9.4.5 The assessment of the Immediate Management Supervisor or designee and a summary of the results of the student evaluations shall be recorded on the appropriate performance evaluation form.
- 9.4.6 The Unit Member shall be sent the completed performance evaluation no later than 14 ~~calendar business~~ days after the end of semester ~~to their District issued email address. If the Unit Member has returned the form, in compliance with section 9.4.1.4, indicating the Unit Member's current mailing address, the completed performance evaluation form will be sent to the Unit Member for review, by U.S. mail to the mailing address specified.~~
- 9.4.6.1 Within fourteen (14) ~~calendar business~~ days of the date of emailing of the evaluation form, the Unit Member shall sign and return the performance evaluation form to the Immediate Management Supervisor. The Unit Member shall have the right to enter and attach a response to the performance evaluation form.
- 9.4.6.2 The Unit Member may also attach to the performance evaluation form a written request for a post-evaluation conference with the evaluator to discuss the results of the evaluation. If so requested by the Unit Member, a post-evaluation conference shall be scheduled at a time reasonably convenient to the Unit Member and Immediate Management Supervisor.
- 9.4.6.3 The performance evaluation form and the Unit Member's attached response, if any, will be placed in the Unit Member's personnel file.
- 9.4.6.4 If the Unit Member does not sign and return the evaluation form and any permitted attachments by the deadline specified in section 9.4.6.1, a notation to that effect shall be made on the performance evaluation form by the Immediate Management Supervisor and the completed performance evaluation form will be placed in the Unit Member's personnel file.
- 9.4.7 ~~If the Unit member has not returned the form, in compliance with section 9.4.1.4, indicating the Unit Member's current mailing address, a notation to that effect shall be made on the performance evaluation form by the Immediate Management Supervisor and the completed performance evaluation form will be placed in the Unit Member's personnel file.~~
- 9.4.8 In the event the evaluation results in unsatisfactory ratings or recommendations for improvement, a follow-up evaluation may be conducted at the discretion of the Immediate Management Supervisor. The follow-up evaluation will be placed in the Unit Member's personnel file.
- 9.4.9 Where the Unit Member's assignment during the term of evaluation is less than the full duration of the semester, the evaluation process shall be conducted in accordance with timelines developed by the Immediate Management Supervisor, after consultation with the Unit Member.
- 9.4.10 In the event the Unit Member is not available for classroom/worksite observation on any of the alternative dates as provided in section 9.4.2.1, or the instructional/worksite activities being conducted on those dates are not appropriate for evaluation as determined by the evaluator, the classroom/worksite observation may be scheduled at the convenience of the evaluator.

9.5 Peer Evaluation

- 9.5.1 During the semester for which the administrative evaluation is to be conducted, the Unit Member may select another Unit Member or full-time faculty member who is currently employed by the District within the Unit Member's department ~~of or~~ division to conduct a peer evaluation. Participation in the evaluation process by a faculty member selected as a peer evaluator shall be voluntary.

- 9.5.2 A faculty member selected as a peer evaluator shall not have participated in the most recent evaluation of the Unit Member being evaluated.
- 9.5.3 Peer evaluations shall use the Adjunct Faculty Evaluation Form (Appendixes B-1 through B-3) as appropriate to the assignment of the Unit Member and shall result in a rating for each evaluative criterion and an overall rating of "excellent," "satisfactory," "needs improvement," or "unsatisfactory."
- 9.5.4 At the option of the Unit Member being evaluated, a copy of the peer evaluation may be forwarded to the District Office of Human Resources for inclusion in the Unit Member's personnel file.

ARTICLE 10 – CLASS SIZE/MULTIPLE SECTION, shall remain unchanged except for the following amendment(s):

- 10.1 The class size for courses taught by Unit Members shall be established in accordance with the provisions applying to regular and contract faculty.
- 10.2 The number of students a Unit Member may be required to enroll in a class shall not exceed the established class size, except where a class is established as ~~an~~ multiple section oversized class.
- 10.3 Oversized-MULTIPLE SECTIONS Classes
 - 10.3.1 If authorized by the President or designee, a class may be established as ~~an oversized- multiple sectionclass~~, or any established multiple sectionoversized class may be increased, either prior to the first day of any instructional period or subsequent to the start of instruction.
 - 10.3.1.1 Where a class has been established as ~~an oversized-multiple sectionclass~~ at the time the class is offered for assignment to a Unit Member, the Unit Member shall be informed that the class is a multiple section~~an oversized class~~.
 - 10.3.1.2 After a unit Member has accepted an offer of assignment for a class, a subsequent change which involves creating or increasing a multiple section~~an oversized class~~ may be implemented with the agreement of the Unit Member.
 - ~~10.3.2~~ Oversized-Multiple section classes shall be computed on the basis of the established class size, subject to the following:
 - 10.3.2.1 A class scheduled as a one-and-one-half-~~sized-class~~section must attain eighty (80) percent of its established class size on the census date ~~to count as a one-and-one-half-sized class~~, or it will be reclassified as single-sized section class.
 - 10.3.2.2 A ~~class~~ scheduled ~~as a~~ double-sized classsection must attain ~~either (80)ninety (90)~~ (90) percent of its established ~~class~~maximize size on the census date to count as a double section-sized class. ~~If itthe scheduled double-sized class~~ does not attain ~~either (80)ninety (90) percent, of its established class size on the census date, but attains at least sixty (60) percent of its established class size on the census date,~~ the double section-sized class will be reclassified as a one-and-one-half section-sized class. ~~If this reclassified one and one-half section does not attain eighty (80) percent of its established class multiple section size, it will be reclassified as a single section.~~ ~~scheduled double-sized class attains less than sixty (60) percent of its established class size on the census date, it will be reclassified as a single-sized class.~~
 - 10.3.2.3 A ~~class~~ scheduled ~~as a~~ triple section-sized class must attain ~~eighty (80)ninety (90)~~ (90) percent of its established multiple section class size on the census date to count as a triple section-sized class. ~~If the scheduled triple-sized classit~~ does not attain ~~eighty (80)ninety (90) percent, of its established class size on the census~~

~~date, but attains at least sixty-six (66) percent of its established class size on the census date, the triple section-sized class will be reclassified as a two-and-one-half section-sized class. If this reclassified two and one-half section does not attain ninety (90) percent, it will be reclassified as a double section. If this reclassified double section does not attain ninety (90) percent of its established class multiple section size, it will be reclassified as one and one-half section. If this reclassified one and one-half section does not attain eighty (80) percent, it will be reclassified as a single section. scheduled triple-sized class attains less than sixty-six (66) percent of its established class size on the census date, but attains fifty-three (53) percent of its established class size on the census date, it will be reclassified as a double-sized class. If the scheduled triple-sized class attains less than fifty-three (53) percent of its established class size on the census date, but attains at least forty (40) percent of its established class size on the census date, it will be reclassified as a one-and-one-half-sized class. If the scheduled triple-sized class attains less than forty (40) percent of its established class size on the census date, it will be reclassified as a single-sized class.~~

10.3.3 ~~Multiple section~~Oversized classes shall not be assigned for classes where the attendance accounting method does not involve a census date.

10.3.4 A Unit Member who teaches an authorized ~~oversized-multiple section~~ class will be compensated for the class at a multiple of the Unit Member's rate per instructional unit, as follows:

10.3.4.1 a one ~~-and -one-half-sized class~~ section will be compensated at one hundred fifty (150) percent of the Unit Member's rate per unit;

10.3.4.2 a double ~~-sized class~~ section will be compensated at two hundred (200) percent of the Unit Member's rate per unit;

10.3.4.3 a two-and-one-half ~~section-sized class~~ will be compensated at two hundred fifty (250) percent of the Unit Member's rate per unit;

10.3.4.4 a triple ~~section-sized class~~ will be compensated at three hundred (300) percent of the Unit Member's rate per unit.

10.3.5 Payment for a ~~multiple section~~oversized class is intended to compensate the Unit Member for the increased number of students within the same class. Since this will not change the Unit Member's teaching hour obligation for the class, it is the expressed intent of the Union and the District that a ~~multiple section~~n-oversized class shall count only as a single section for purposes of computing the Multiple Section allowable load computation for adjunct faculty assignments; the ~~multiple section~~oversized portion of the class shall be excluded from the computation of the service required as a prerequisite to attainment of, or eligibility for, classification as a contract or regular employee of the District.

10.4 The provisions of this Article shall not apply to noncredit courses.

ARTICLE 11 - SALARY

ARTICLE 11 – SALARY, shall remain unchanged except for the following amendment(s):

SALARY ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Adjunct Faculty Salary Schedule A, B, and C will be increased by thirteen percent (13.0%) for 2025-2026, across the schedules, effective Fall 2025. Salary increase for counselors will be effective August 1, 2025.

SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Adjunct Faculty Salary Schedule A, B, and C will be increased by point two five percent (0.25%) for 2026-2027, across the schedules, effective Fall 2026.

CONTINGENCY SALARY ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

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

Only 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 10.48% of the additional revenue using the State Chancellor's Office P2 available revenue received by the District in 2025-2026. The equivalent amount will be converted to a percentage increase which will be added to the 2026-2027 Adjunct Faculty Salary Schedule A, B, and C, effective Fall 2026.

11.1 For their services as adjunct faculty, Unit Members will be paid according to the Adjunct Faculty Salary Schedule, incorporated herein as Appendix A.

11.2 Credit instructor assignments will be paid at the rate per instructional unit specified in Schedule A of the Adjunct Faculty Salary Schedule. Counselor and librarian assignments will be paid at the hourly rates specified in Schedule B of the Adjunct Faculty Salary Schedule.

11.2.1 Initial Salary Column Placement

- 11.2.1.1 Initial salary column placement for Schedule A or Schedule B shall be established on the basis of the highest academic degree required to meet the minimum qualifications for the discipline of initial assignment with the District as an adjunct faculty member.
- 11.2.1.2 Approved units beyond the degree used to satisfy the minimum qualifications for the discipline of initial assignment may be used for advance column placement in accordance with the provisions of sections 11.2.3.2 and 11.2.3.3, below.

11.2.2 Initial Salary Step Placement

- 11.2.2.1 New Unit Members compensated on Schedule A shall be placed on Step 1 of the schedule. For purposes of this section, a new Unit Member is a Unit Member who has not been previously placed and paid on Schedule A.
- 11.2.2.2 New Unit Members compensated on Schedule B shall be placed on Step 1 of the schedule. For purposes of this section, a new Unit Member is a Unit Member who has not been previously placed and paid on Schedule B.
- 11.2.2.3 Unit Members who have been initially placed in accordance with the above provisions, and who return after a break in service, shall be placed at the same salary step held immediately prior to the break in service.
- 11.2.2.4 Unit Members who have retired from NOCCCD as a fulltime faculty, counselor, or librarian, shall be placed on the appropriate schedule at step 3.

11.2.3 Salary Column Advancement

- 11.2.3.1 Approved units of course work completed subsequent to initial salary placement may be applied toward salary column advancement.
- 11.2.3.2 Lower division, upper division and graduate units related to the Unit Member's assignment qualify for advancement from Column I to Column II. However, not

more than fifteen (15) lower division units may qualify toward Column II advancement. All units are equated as semester units; quarter units will be converted to semester units on a ratio of one (1) quarter unit equaling two-thirds (2/3) semester unit

11.2.3.3 Advancement to Column III shall require an earned doctoral degree. A four (4) year baccalaureate degree and three (3) years of graduate law school, terminating in the degree of LLB/JD will qualify for doctorate placement.

11.2.3.4 Salary column advancement shall be limited to one (1) column per academic year and will be authorized only after the Unit Member has filed a request for such advancement, on a form provided by the District, and has submitted evidence satisfactory to the District substantiating the request. Required documentation must be submitted to the District Office of Human Resources on or before the second Friday in August of the academic year for which the column advancement is requested to become effective and must be approved by the Vice Chancellor of Human Resources or designee.

11.2.3.4.1 Lower division course work must be approved in advance by the Immediate Management Supervisor.

11.2.3.4.2 Upper division and graduate level course work is strongly recommended that the Unit Member confer with the Immediate Management Supervisor prior to taking any course(s).

11.2.3.4.3 Salary column adjustments will not be made during the academic year.

11.2.4 Salary Step Advancement

Effective Fall 2019, salary step advancement will automatically be applied for unit members who meet the following criteria:

11.2.4.1 Salary step progression on Schedule A shall be based exclusively upon service with the District, with eligibility for step advancement after:

11.2.4.1.1 Four (4) regular semesters of credit instruction at the previous step. One (1) semester of service is defined as teaching of at least one full semester course or its equivalent.

11.2.4.2 Salary step progression on Schedule B shall be based exclusively upon service with the District, with eligibility for step advancement after:

11.2.4.2.1 Four (4) regular semesters of counseling or librarian service at the previous step. One (1) semester of service is defined as the completion of the assignment for the semester.

11.2.4.3 Service during any summer session or intersession, or service in substitute or "as needed" assignments shall not be applied toward eligibility for salary step advancement.

11.2.4.4 The salary step advancement will be applied at the beginning of the next regular semester after the eligibility requirements have been met.

11.3 Noncredit instruction assignments will be paid at the hourly rates specified in Schedule C of the Adjunct Faculty Hourly Salary Schedule.

11.3.1 Initial Salary Placement

- 11.3.1.1 Initial salary column placement for Schedule C shall be Column I for Unit Members who possess an earned associate degree or baccalaureate degree. Initial salary column placement shall be Column II for Unit Members who possess an earned master's degree. Initial salary column placement shall be Column III for Unit Members who possess an earned doctoral degree. A four (4) year baccalaureate degree and three (3) years of graduate law school, terminating in a degree of LLB/JD, will qualify for doctorate placement.
- 11.3.1.2 New Unit Members compensated on Schedule C shall be placed on Step 1 of the schedule. For purposes of this section, a new Unit Member is a Unit Member who has not been previously placed and paid on Schedule C.
- 11.3.1.3 Unit Members who have been initially placed in accordance with the above provisions, and who return after a break in service, shall be placed at the same salary step held immediately prior to the break in service.
- 11.3.1.4 Unit Members who have retired from NOCCCD as a fulltime non-credit faculty, counselor, or librarian, shall be placed on the appropriate schedule at step 3.

11.3.2 Salary Step Advancement

- 11.3.2.1 A Unit Member who is initially placed on Column I of Schedule C and who subsequently earns a master's degree may be advanced to Column II or for an earned doctoral degree may be advanced to Column III. Placement on Column II or III will be authorized only after the Unit Member has filed a request for such advancement, on a form provided by the District, and has submitted evidence satisfactory to the District substantiating the request. Required documentation must be submitted to the District Office of Human Resources on or before the second Friday in August of the academic year for which the column advancement is requested to become effective and must be approved by the Vice Chancellor of Human Resources or designee. ~~Salary column adjustments will not be made during the academic year.~~
 - 11.3.2.1.1 Lower division course work must be approved in advance by the Immediate Management Supervisor.
 - 11.3.2.1.2 Upper division and graduate level course work is strongly recommended that the Unit Member confer with the Immediate Management Supervisor prior to taking any course(s).
 - 11.3.2.1.3 Salary column adjustments will not be made during the academic year.
- 11.3.2.2 Effective Fall 2020, salary step advancement will automatically be applied for unit members who meet the following criteria:
 - 11.3.2.2.1 Salary step progression on Schedule C shall be based exclusively upon service with the District, with eligibility for step advancement after four (4) regular semesters of noncredit teaching service at the previous step. One semester of service is defined as the completion of the assignment for the semester.
 - 11.3.2.2.2 Service during any summer session or intersession, or service in substitute or "as needed" assignments shall not be applied toward eligibility for salary step advancement.

11.3.2.2.3 The salary step advancement will be applied at the beginning of the next regular semester after the eligibility requirements have been met.

11.4 All degrees and coursework used for initial salary placement and salary advancement must be earned from an accredited institution listed in the Directory of Accredited Institutions of Postsecondary Education, published for the Council on Postsecondary Accreditation by the American Council on Education.

11.5 Effective Fall 2025, Compensation For Lecture, Lab, Out of class preparation and Other outside related instructional duties for Credit and Non-Credit Instructional Unit Members

11.5.1 The Parties agree to define the compensation as delineated on the Adjunct Faculty Salary, Schedule A and Schedule C. The amount of compensation is to fulfill the academic assignment including lecture, lab, out of class preparation and other outside related instructional duties for Credit and Non-Credit Instructional Unit Members. This is consistent with the parties past practice for compensation of instructional Unit Members.

11.5.2 Out of class preparation and other outside related duties may include, but are not limited to, course and instructional material preparation, lecture preparation, lab preparation, instructor initiated/course outline of record field trips, exam preparation, grading, regular and substantive interaction with students, classroom syllabi preparation, selecting course texts and other instructional materials, Student Learning Outcomes activities, learning management system, completing legally required training, evaluation process participation, and communication with District employees and external partners in your role with the District.

11.5.3 Instructional Unit Members are not permitted to work in excess of the assigned course units or non-credit hours. Prior written approval from the IMS is required before performing any additional work. If additional work is authorized, it is agreed and understood the compensation for the additional work will be paid at twenty dollars (\$20.00) an hour.

11.5.4 Acknowledgment/Certification - Instructional Unit Members will sign an acknowledgment that their professional rate of pay includes lecture, lab, out of class preparation, and other outside related instructional duties as delineated in 11.5.2. This acknowledgment shall be submitted with the instructional assignment offer.

The Instructional Unit Member will submit a certification that compensation was received in accordance with this section. This certification shall be submitted on a District form by the last day of instruction. The 2025/2026 academic year is dedicated to implementing this new section. Commencing the 2026/2027 academic year, if an Instructional Unit Member fails to submit the certification by the deadline, the Instructional Unit Member will be provided with a reminder. The Instructional Unit Member may lose their teaching assignment(s) if the certification is not submitted after the reminder.

11.5.5 This section does not change the Instructional Credit and Non-Credit Unit Members reporting of time or attendance processes. No additional compensation shall be paid without prior written approval by the IMS.

11.5.6 This section applies to all course units and/or non-credit hours assigned during any regular semester or intersession.

11.5.7 Any dispute related to this article shall be subject to the grievance procedure in the Collective Bargaining Agreement.

11.6 Nursing Faculty Clinical Compensation

11.6.1 Effective August 24, 2015, the nursing faculty clinical practicum will be compensated at the

lecture rate.

11.7 Extensive Laboratory Compensation

11.7.1 The laboratory hour for all courses established as Extensive Laboratory will be compensated at 1 to 1 or 100 percent of a lecture hour.

ARTICLE 12 – BENEFITS, shall remain unchanged except for the following amendment(s):

12.1 For qualifying Unit Members, and subject to all of the terms and conditions as provided in this Article, the District will reimburse up to one thousand dollars (\$1,000) per regular semester, for insurance premiums paid by the Unit Member during the semester to an independent health care plan in which the Unit Member is enrolled. The total amount of the District's reimbursement to any Unit Member shall not exceed two thousand dollars (\$2,000) in any fiscal year and shall apply only to premiums paid for health coverage of the Unit Member. Effective July 1, 2022, for qualifying Unit Members, and subject to all of the terms and conditions as provided in this Article, the District will reimburse up to one thousand one hundred dollars (\$1,100) per regular semester, for insurance premiums paid by the Unit Member during the semester to an independent health care plan in which the Unit Member is enrolled. The total amount of the District's reimbursement to any Unit Member shall not exceed two thousand two hundred dollars (\$2,200) in any fiscal year and shall apply only to premiums paid for health coverage of the Unit Member.

12.2 To qualify for the insurance premium reimbursement, a Unit Member shall meet the following eligibility requirements:

12.2.1 The Unit Member must not be otherwise eligible for or enrolled in health care coverage, as an employee, spouse, domestic partner, or dependent, under a health insurance program sponsored or paid, in full or in part, by another employer.

12.2.2 The Unit Member must be actively employed during a regular semester in a teaching, counseling or librarian assignment with a load of at least thirty-three (33) percent and must have been employed by the District as an adjunct faculty member in a teaching, counseling or librarian assignment for at least three (3) regular semesters in the previous five (5) regular semesters/trimesters.

12.3 Eligibility For District Contributions Towards Medical Benefits

12.3.1 If the load of a Unit Member who is otherwise eligible as provided in section 12.2 declines to less than thirty-three (33) percent due to assignment cancellation or bumping prior to the fifteenth calendar day of the semester, the Unit Member will not be eligible for the insurance premium reimbursement for that semester-. If the load of a Unit Member who is otherwise eligible as provided in section 12.2 declines to less than thirty-three (33) percent due to assignment cancellation or bumping after the fourteenth calendar day of the semester, the Unit Member will retain eligibility for the insurance premium reimbursement for that semester. However, any voluntary action by the Unit Member which causes the Unit Member's load to decline below thirty-three (33) percent will terminate the Unit Member's eligibility for that semester.

12.3.2 NOCCCD FORTY PERCENT (40%) ASSIGNMENT ELIGIBILITY: Unit Members enrolled in CalSTRS whose NOCCCD assignment equals or exceeds forty percent (40%) of the cumulative equivalent of a minimum full-time teaching assignment per semester (as defined by Ed Code section 87861) are eligible to enroll in NOCCCD medical insurance benefits. Unit Members are not eligible to participate in the District's fringe benefits allowance and life insurance programs.

12.3.2.1 Unit Members meeting the forty percent (40%) NOCCCD assignment eligibility per semester shall be eligible to enroll and receive medical District premium contributions. The District contribution has no cash value and can only be used to enroll in benefits offered by NOCCCD.

12.3.2.2 The District will pay the cost of the employee-only premium for eligible Unit Members meeting the assignment eligibility of forty percent (40%) or more per semester. Effective January 2026 the District will contribute a maximum up to \$11,359.32 annually towards one dependent care medical premiums. Effective January 1, 2026, the District will contribute a maximum up to \$18,174.84 annually towards family plan medical premiums.

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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded cola percentage.

12.3.2.3 In the event that a Unit Member selects a plan which exceeds the amount of the District contribution, the additional cost of the premium is the responsibility on the Unit Member and must be paid by automatic payroll deduction monthly from their payroll check to pay for the additional of the medical benefit premium. If the Unit Member pay is insufficient to cover this additional cost, the Unit Member shall submit payment within fifteen (15) days of receiving notice of such cost. The payment shall be submitted to the Benefits office in Human Resources for processing.

12.3.2.4 Unit Members meeting the forty percent (40%) NOCCCD assignment eligibility for the Spring Semester, will maintain eligibility through July 31.

12.3.2.5 Unit Members who do not meet the forty percent (40%) NOCCCD semester assignment eligibility and work less than forty percent (40%) in any semester will be eligible to receive the District contribution up to \$157.00 monthly. The District contribution has no cash value and can only be used to enroll in benefits as offered by NOCCCD.

12.3.2.6 Unit Members or their dependents whose premiums for health insurance are paid by an employer other than a community college district are not eligible to participate in the NOCCCD program.

12.3.2.7 Unit Members who have enrolled in the District medical plan who become ineligible will not receive District contributions towards medical benefits. Unit Members who become ineligible will receive appropriate Consolidated Omnibus Budget Reconciliation Act (COBRA) notices. Unit Members will then be eligible to enroll in COBRA at their own expense according to the laws and regulations governing COBRA.

12.3.3 MULTI-DISTRICT PART-TIME FACULTY PROGRAM ELIGIBILITY

12.3.3.1 In accordance with chaptered, Education Code Sections 87861(b), 87863(b), and 87865): to be eligible for health insurance premium reimbursement under this program, Unit Members must meet all of the following criteria:

12.3.3.2 Assignments at two or more community college districts that equal or exceed forty percent (40%) of the cumulative equivalent of a minimum full-time teaching assignment each semester;

12.3.3.3 Unit Members or their dependents whose premiums for health insurance are paid by an employer other than a community college district are not eligible to participate in the NOCCCD program;

12.3.3.4 Load of forty percent (40%) at NOCCCD and whose assignment at another

community college district is forty percent (40%) or more that offers part-time faculty benefits are not eligible to participate in the NOCCCD program;

12.3.3.5 Unit Members must have individually purchased a healthcare plan.

12.3.3.6 CERTIFICATION: qualifying Unit Members must submit a completed and signed application reimbursement form and provide documentation as requested by the District demonstrating they meet the eligibility requirements by no later than the last day of the semester for which reimbursement is to be claimed.

12.3.3.7 REIMBURSEMENT: Upon certification of the required documentation and payment by Unit Members, the District shall issue a reimbursement equal to its share of this premium payment for up to six (6) months. The District's share shall be determined by dividing the total health insurance premium paid by the unit member by the total number of community college districts in which the unit member currently holds an active assignment. The District's share shall not exceed that which it would have paid if the unit member had been a full-time faculty member purchasing the District's most commonly subscribed family medical plan.

12.3.3.8 In the event that a Unit Member selects a plan which exceeds the amount of the District contribution, the additional cost of the premium is the responsibility on the Unit Member and must be paid by automatic payroll deduction monthly from their payroll check to pay for the additional of the medical benefit premium. If the Unit Member pay is insufficient to cover this additional cost, Unit Members shall submit payment within fifteen (15) days of receiving notice of such cost. The payment shall be submitted to the Benefits office in Human Resources for processing.

12.4 VESTING: Consistent with California Government Code 22895, Unit Members employed prior to July 1, 2023, or hired by the District to begin work on or after July 1, 2023, shall be entitled to District-paid post-retirement medical benefits at the same contribution rate of \$157.00 per month if the Unit Member has been employed by the District and retires with a minimum of fifty (50) years of District credited service or Unit Members who qualify for disability retirement under the State Teachers Retirement System or the Public Employees Retirement System. California Government Codes 22897 and 22893 are not applicable.

12.5 If at any time CalPERS medical does not permit Unit Members to participate in the program or if the District is unable to secure a provider or carrier to insure the Unit Members, the District's obligation to the Unit Members will be extinguished and the terms of this agreement will be null and void.

12.6 The language requiring District contribution for health care as delineated above is contingent upon state funding and if the state does not reimburse the District for 100% of the healthcare costs for Unit Members, this language will be extinguished and the terms of this Agreement will be null and void. The District may continue District contributions for medical benefits through the end of semester in which State funding is eliminated.

12.74—The parties agree that the District's primary responsibility regarding scheduling of faculty and assignments is to best meet the needs of students and programs, and that this health insurance premium reimbursement program does not obligate the District to schedule a minimum load for any Unit Member from one term to another.

12.85 To receive reimbursement for premiums paid during a semester, a Unit Member must meet the eligibility requirements as provided in this Article and must apply for reimbursement by submitting a (one per semester) properly completed and signed *Adjunct Faculty Health Insurance Premium Reimbursement* form, to be made available electronically as a fillable form on the district website, accompanied by proof of insurance and proof of payment, to the District Office of Human Resources not later than the last day of the semester for which reimbursement is to be claimed. A separate application for reimbursement, as provided herein, must be submitted for each semester for which reimbursement is to be claimed.

12.85.1 The District insurance premium reimbursement will be made directly to the Unit Member in a single payment, by separate reimbursement check payable to the Unit Member, for the actual amount of premium payments made by the Unit Member during the semester, up to the limits specified in section 12.1, after validation of the Unit Member's eligibility. Reimbursement shall be made as soon as in practicable after the Unit Member has applied for reimbursement in accordance with the provisions of section 12.5.

12.85.2 Federal and State withholding taxes will not be deducted from the reimbursement check. The Unit Member shall be responsible for any federal or state tax liability arising out of, or related to the receipt of reimbursement from the District for medical insurance premiums and shall hold harmless the District with respect thereto.

12.85.3 The District shall not be held responsible for conditions imposed by regulatory agencies or insurance carriers that are beyond the control of the District.

12.85.4 Failure of a Unit Member to apply for reimbursement in accordance with the provisions of section 12.5 or to otherwise provide, within twenty-one (21) calendar days of request, such information as may be requested by the District to validate the Unit Member's application for reimbursement, shall render the Unit Member ineligible for reimbursement for that semester.

12.96 The District shall have the right to request from the Unit Member and the insurance carrier such information as is reasonably necessary to validate the Unit Member's eligibility, proof of insurance and proof of payment including, but not limited to, invoices or billing notices, canceled checks, etc.

12.107 Service by a Unit Member during any summer session or other intersession, or service in substitute or "as needed" assignment, shall not count toward the eligibility requirements to qualify for the District health insurance premium contribution.

12.118 Fraudulent application for reimbursement of premiums or falsification or information supplied in conjunction with such application shall render a Unit Member permanently ineligible for further reimbursement of premiums under the provision of this Article.

12.129 Employee Assistance Program
Effective Fall 2021, Unit Members who are in paid status will be eligible for the District's sponsored Employee Assistance Program.

12.13 This article is not subject to the Grievance Procedure.

ARTICLE 13 – OFFICE HOURS, shall remain unchanged except for the following amendment(s):

13.1 The pay rates per instructional unit for Unit Members who teach credit classes, and the pay rates per hour for Unit Members who teach noncredit classes, include compensation for ten (10) minutes of office hour time for consultation with students and performance of clerical requirements for each fifty (50) minutes of assignment.

13.2 Office hour time as provided in this Article is negotiated pursuant to Education Code Section 87884 and shall not be applicable toward the sixty-seven (67) percent requirement as specified in Education Code Section 87482.5. Office hour time shall not be counted towards the hours per week

of teaching classes for purposes of acquiring eligibility for tenure or for purposes of fulfilling any probationary hour requirements.

13.3 This section applies to semester and intersession assignments. This Article shall not require the creation of additional office spaces. Unit Members are required to request office space through their respective Division prior to submitting their request for office hours. The Division shall provide the Unit Member with access to available spaces and times.

13.4 The District and Adjunct Faculty United acknowledge that office hours for part-time faculty contribute to student success. The District shall set aside the amount not to exceed four hundred twenty thousand dollars (\$420,000.00) annually for the purpose of funding adjunct faculty office hours. Two hundred ten thousand dollars (\$210,000) shall be allocated for each fall and spring semester. Unused funds shall not carry over to future semesters.

13.5 Approved office hours shall be paid at the rate of forty-five dollars (\$45.00) per hour.

13.5.1 Missed hours may not be rescheduled and shall not be compensated. The Unit Member may not use accrued sick leave or other paid leaves for office hours.

13.6 Office Hour Structure:

<u>SEMESTER LHE CREDIT INSTRUCTOR</u>	<u>SEMESTER HOURS NON-CREDIT INSTRUCTOR</u>	<u>MAXIMUM NUMBER OF OFFICE HOURS (per week - all assignments combined)</u>
<u>Less than 5 LHE</u>	<u>Less than 8.25 hours</u>	<u>30 minutes</u>
<u>5 LHE or more</u>	<u>8.25 hour or more</u>	<u>60 minutes</u>

13.7 Application - Unit Members wishing to conduct paid office hours outside of the dedicated ten (10) minutes of office hour time with students referenced in section 13.1 shall submit a request to their Immediate Management Supervisor (IMS) on the District approved form no later than one calendar week after receiving an assignment and as described below:

13.7.1 The IMS shall notify the Unit Member of the application outcome no later than ten (10) business days prior to the first date of instruction or five (5) days after receiving the Unit Member's office hour request whichever is later.

13.7.2 All applications shall be reviewed consistent with the availability of funds.

13.7.3 Approved office hours shall be added to staff assignment sheets and the syllabus.

13.8 Scheduling - Office hours can be requested to be held synchronously either in person or remote, conducive to the needs of both student and Unit Member, with the default office hour modality matching the instructional method modality. In cases where the default office hour modality is not requested and the Unit Member requests an alternate modality, the requested modality shall be approved by the Unit Member's IMS.

13.8.1 The following online modalities are NOT allowable substitutes for synchronous office hours: email, discussion board, text message, chat board, or similar.

13.8.2 Approved paid office hours: office hours shall be requested and scheduled with the following considerations in mind:

13.8.2.1 Shall be scheduled to provide reasonable student access with respect to classes in order to support and promote student retention, equity, and success.

13.8.2.2 Shall be scheduled before or after regularly scheduled class(es) unless otherwise approved by the IMS.

13.8.2.3 Shall be held as approved by the IMS.

13.8.2.4 Unit Members shall make every effort to meet with a student who requests a meeting by appointment if the student is unable to meet during regularly scheduled office hours.

13.8.2.5 Approved office hours shall be clearly published in the course syllabus no later than the Unit Member's first day of instruction and shall include the Unit Member's contact information, method of contact, and meeting location.

13.8.2.6 Unit Member shall have completed and submitted a weekly District office hour report to be eligible for office hours in any subsequent semesters.

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

14.1 Sick Leave

14.1.1 Regular Sick Leave

14.1.1.1 Unit Members who perform assignments during a regular semester shall be credited with one and three-tenths (1.3) hours of regular sick leave for every eighteen (18) hours of service. For purposes of crediting and deducting regular sick leave for service as an adjunct faculty member, assignments performed during the winter intersession shall be considered part of the spring semester load.

14.1.1.2 ~~Unused sick leave shall be accumulated from year to year and may be applied only to absences during a regular semester.~~

14.1.1.3 ~~Absences during a regular semester shall be deducted from accumulated regular sick leave in one (1) hour increments on the basis of actual hours of absence or fraction thereof.~~

14.1.2 ~~Summer~~ Intersession Sick Leave

14.1.2.1 In addition to the regular sick leave as provided above, Unit Members shall receive sick leave credit for ~~Summer~~ Intersession assignments ~~on the basis of with one and three-tenths (1.3) hours of regular sick leave for every eighteen (18) hours of service. one (1) hour of sick leave for every eighteen (18) hours of such service,~~ not to exceed the following cumulative totals per academic year:

14.1.2.1.1 six (6) hours for credit teaching assignments;

14.1.2.1.2 thirteen (13) hours for academic counseling assignments;

14.1.2.1.3 fourteen (14) hours for academic librarian assignments;

14.1.2.1.4 ten (10) hours for noncredit teaching assignments.

14.1.2.2 ~~Sick leave credited for summer intersession assignments will be accumulated from one summer intersession to another but will not be added to any other illness leave balance and may be applied only to absences during a summer intersession.~~

14.1.2.3 ~~Absences during a summer intersession shall be deducted from accumulated summer intersession sick leave in one (1) hour increments on the basis of actual hours of absence or fractions thereof.~~

14.1.3 Unused sick leave shall be accumulated from year to year and may be used during a term in which a Unit Member maintains an active assignment. Absences during a regular semester or intersession shall be deducted from accumulated regular sick leave in one (1) hour increments on the basis of actual hours of absence or fraction thereof. Payment for sick leave benefits shall not extend beyond the end of the ~~semester or~~ term in which the leave commences or the end of the Unit Member's assignment during the term, whichever occurs first.

14.1.4 Sick leave will not be credited for day-to-day substitute or "as needed" assignments, office hours, professional expert assignments, or any other assignment or service not part of the Unit Member's regular academic credit or noncredit teaching, counseling or librarian assignment and may not be used for absences related to any such assignments.

14.1.5 ~~A~~ Unit Members shall provide notification of any absence from duty to the appropriate administrative office not later than the usual time the Unit Member would be required to report for duty.

14.1.6 ~~A~~ Unit Members who ~~are is~~ absent because of illness shall be required to certify on a form provided by the District that such absence was due to illness or injury. The form must be approved for payment by the Immediate Management Supervisor and payment for absence due to illness shall be made only upon certification by the Vice Chancellor of Human Resources or designee that such absence was for reason of illness or injury.

14.1.7 ~~A~~ Unit Members who ~~are is~~ absent because of illness for more than the number of consecutive working days constituting one week of the Unit Member's current assignment shall provide the District with a medical statement from a licensed physician establishing the validity of the absence. For example, if a Unit Member has an assignment one day per week, then one absence constitutes a week. If a Unit Member has an assignment two days per week, then two consecutive absences constitute a week, and so on. Such medical statement shall include either (1) a statement concerning the Unit Member's illness or injury to justify the Unit Member's continued absence from work, or (2) a statement concerning the Unit Member's ability to return to the Unit Member's assigned duties following the illness or injury which resulted in the absence. For purposes of this section, "licensed physician" means a medical doctor or osteopath, but does not include chiropractors, acupuncturists or similar practitioners.

14.2 Personal Necessity Leave

14.2.1 Regular Semester: During any regular semester, a Unit Members may use up to ~~six (6)~~ twelve (12) hours of accumulated regular sick leave for personal necessity leave, not to exceed ~~a cumulative total of nine (9) hours in any academic year.~~ seven (7) consecutive calendar days during any one semester.

14.2.2 Summer Intersession: During any ~~summer~~ intersession, a Unit Members may use up to ~~two (2)~~ three (3) hours of accumulated ~~summer~~ intersession sick leave for personal necessity leave, ~~not to exceed a cumulative total of nine (9) hours in any academic year.~~

- 14.2.3 Absences for personal necessity leave shall be deducted from accumulated regular sick leave in one (1) hour increments on the basis of actual hours of absence or fraction thereof.
- 14.2.4 The use of personal necessity leave shall be limited to: a) death or serious illness of a member of the Unit Member's immediate family; b) an accident involving the Unit Member's person or property or the person or property of the Unit Member's immediate family; c) other matters of compelling personal importance. Except for circumstances arising under "a" or "b" above, if it is reasonable to expect that the Unit Member would know about an absence for personal necessity in advance, the Unit Member shall obtain prior approval by providing the District with written notice at least five (5) working days prior to the first day of the requested leave. Should circumstances under "a" or "b" arise, the Unit Member shall make every effort to provide notification to the appropriate administrative office not later than the usual time the Unit Member would be required to report for duty.
- 14.2.5 Personal necessity leave may not be used for the pursuit of business, financial or economic interests, including the pursuit of employment outside the District, for matters which can be taken care of outside of work hours, or for vacation or other recreational pursuits.
- 14.2.6 ~~A~~ Unit Member~~s~~ who ~~are~~~~is~~ absent because of personal necessity shall be required to certify on a form provided by the District that such absence was used only for the purpose set forth in 14.2.4 above. The form must be approved for payment by the Immediate Management Supervisor and payment for absence due to illness shall be made only upon certification by the Vice Chancellor of Human Resources or designee that such absence was for reason of personal necessity. The District shall have the right to require substantiation of any claim for personal necessity leave.
- 14.2.7 Payment for personal necessity leave shall not extend beyond the end of the semester or term in which the leave commences or the end of the Unit member's assignment during the term, whichever occurs first.

14.3 Jury Duty

- 14.3.1 Jury Duty leave shall be granted by the District without loss in pay, provided that payment for jury duty leave shall not extend beyond the end of the semester or term in which the leave commences or the end of the Unit Member's assignment during the term, whichever occurs first.
- 14.3.2 Unit Members shall reimburse the District for payment received for jury duty in a manner prescribed by the District, and the District will issue the employee's normal paycheck.
- 14.3.3 ~~The~~ Unit ~~M~~member~~s~~ shall provide the District with official verification of the number of days of jury duty.

14.4. Legislative Leave

- ~~A~~ Unit Member~~s~~ who ~~are~~~~is~~ elected to the State Legislature or the United States Congress shall be granted an unpaid leave of absence.

14.5 Professional Activity Leave

- 14.5.1 ~~A~~ Unit Member~~s~~ may request attendance at professional conferences and workshops or participation in other professional activities relevant to the Unit Member's assignment as an adjunct faculty member. Such request shall be submitted to the Immediate Management Supervisor for approval in accordance with established District procedures. If approved by the Chancellor or designee, attendance shall be allowed with no loss in pay.
- 14.5.2 Staff development opportunities are available to Unit Members in accordance with procedures established by the colleges and the North Orange Continuing Education.

14.6 Organizational Leave

- 14.6.1 An organizational leave shall be granted to a Unit Member, upon request, to serve as an elected officer of, or appointee to, the local public employee organization or a statewide or national public employee organization with which the Union is affiliated.
- 14.6.2 In the event a Unit ~~mm~~Member is granted a leave to serve as an elected officer of the local public employee organization (union) or a statewide or national public employee organization (union) with which the Union is affiliated, the District will issue the employee's normal paycheck, provided the District is reimbursed by the organization within ten days of receipt of certification of payment of compensation as provided in Education Code Section 87768.5. Compensation of the Unit Member by the District shall not extend beyond the end of the semester or term in which the leave commences or the end of the Unit Member's assignment during the term, whichever occurs first.
- 14.6.3 In the event a Unit Member is granted a leave to serve as an appointee to the local public employee organization (union) or a statewide or national public employee organization (union) with which the Union is affiliated, the leave shall be unpaid.

14.7 Bereavement Leave

14.7.1. Unit Members may to take up to five (5) days of bereavement leave upon the death of a family member. The days of bereavement leave need not be consecutive and shall be completed within three months of the date of death of the family member.

14.7.1.1 Bereavement leave is available for the loss of a family member. A family member is defined as a spouse or a child, parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law.

14.7.1.2 Unit Members will be compensated for two (2) days of bereavement leave within seven (7) consecutive calendar days.

14.7.1.3 Unit Members may use available personal necessity leave in accordance with 14.2.

14.7.1.4 Unit Members who are absent for bereavement leave shall certify the leave on the monthly time and attendance reporting in the District's attendance system.

14.8 Unit Members may be required to provide the District with verification of any leave under this Article.

ARTICLE 15 – DISTANCE EDUCATION, shall remain unchanged except for the following amendment(s):

15.1 Definition: For the purpose of this Article:

15.1.1 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.

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

15.1.3 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.

15.2 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.

15.3 Responsibilities of Faculty Assigned to Distance education Classes:

15.3.1 “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.

15.3.2 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.

15.3.2.1 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.

15.3.3 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.

15.4 Assignment, Workload, and Use of Developed Materials:

15.4.1 Unit Members assigned to teach distance education courses shall receive the same load credit and compensation as if the course were taught in the traditional method. No form of extra remuneration shall be awarded in conjunction with the teaching of any distance education course.

15.4.2 At the discretion of the District and subject to staff development funding availability, Unit Members may be eligible for compensation, on a one-time basis, for completion of approved 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 in this section, no form of remuneration shall be awarded to a Unit Member in conjunction with the development of any distance education course.

15.4.3 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 learning management software).

- 15.4.4 In the absence of a separate and express written contract to the contrary between a Unit Member and the District, a Unit Member shall have the property rights to distance education course materials developed by the Unit Member, provided such materials are not within the public domain. The District shall have no obligation to provide any form of compensation to a Unit Member for distance education course materials developed or used by the Unit Member in conjunction with any distance education course assignment within the District.

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

- 15.5.1 No stipend or any other forms of remuneration shall be awarded in conjunction with the development of any distance education course.

15.6 Dropping Students: 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.

15.7 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.

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

- 15.8.1 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 9.

- 15.8.2 Unit Members teaching a distance education course shall be evaluated in at least one distance education course during their normal evaluation cycle.

- 15.8.3 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.

- 15.8.4 Frequency of evaluation shall adhere to Article 9.

- 15.8.5 Distance education Course evaluations shall include the following:

- 15.8.5.1 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 ten (10) working days. Access level to the LMS for the evaluator shall be at least the same level as the Unit Member.

- 15.8.5.2 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.

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

- 15.8.5.4 Maximize the use of technology tools and resources to improve the quality of the online instruction.

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

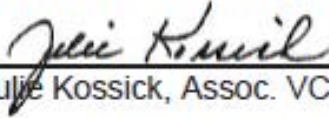
15.9 Student Surveys of Online Courses

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

NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT



Irma Ramos, Vice Chancellor of HR



Julie Kossick, Assoc. VCHR



Sam Foster, Fullerton College

Martha Gutierrez, NOCE

Date: 7/1/2025

ADJUNCT FACULTY UNITED AFT/CFT



Marlo Smith, President

Date: 7/8/2025

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
ADJUNCT FACULTY (INSTRUCTOR/COUNSELOR/LIBRARIAN)
SALARY SCHEDULE

SCHEDULE A - Effective August 25, 2025									
CREDIT INSTRUCTOR ASSIGNMENTS									
	COLUMN I Minimum Qualifications			COLUMN II Minimum Qualifications plus 36 Semester Units			COLUMN III Earned Doctorate		
CREDIT LECTURE	STEP 0	0.00	0.000	STEP 0	0.00	0.000	STEP 0	0.00	0.000
	STEP 1	1,572.67	89.867	STEP 1	1,647.56	94.146	STEP 1	1,725.85	98.620
	STEP 2	1,635.60	93.463	STEP 2	1,713.50	97.914	STEP 2	1,794.87	102.564
	STEP 3	1,701.01	97.201	STEP 3	1,782.04	101.831	STEP 3	1,866.65	106.666
	STEP 4	1,769.04	101.088	STEP 4	1,853.31	105.903	STEP 4	1,941.32	110.933
	STEP 5	1,839.81	105.132	STEP 5	1,927.43	110.139	STEP 5	2,018.96	115.369
CREDIT LABORATORY	STEP 0	0.00	0.000	STEP 0	0.00	0.000	STEP 0	0.00	0.000
	STEP 1	1,258.16	71.895	STEP 1	1,318.05	75.317	STEP 1	1,380.60	78.891
	STEP 2	1,308.48	74.770	STEP 2	1,370.79	78.331	STEP 2	1,435.83	82.047
	STEP 3	1,360.84	77.762	STEP 3	1,425.62	81.464	STEP 3	1,493.28	85.330
	STEP 4	1,415.26	80.872	STEP 4	1,482.64	84.722	STEP 4	1,552.99	88.742
	STEP 5	1,471.87	84.107	STEP 5	1,541.95	88.111	STEP 5	1,615.10	92.291

SCHEDULE B - Effective August 25, 2025									
COUNSELOR AND LIBRARIAN ASSIGNMENTS (Rate per Hour)									
	COLUMN I Minimum Qualifications			COLUMN II Minimum Qualifications plus 36 Semester Units			COLUMN III Earned Doctorate		
COUNSELOR / LIBRARIAN	STEP 0	0.00		STEP 0	0.00		STEP 0	0.00	
	STEP 1	71.89		STEP 1	75.31		STEP 1	78.89	
	STEP 2	74.77		STEP 2	78.31		STEP 2	82.03	
	STEP 3	77.78		STEP 3	81.44		STEP 3	85.34	
	STEP 4	80.87		STEP 4	84.69		STEP 4	88.76	
	STEP 5	84.14		STEP 5	88.07		STEP 5	92.28	

SCHEDULE C - Effective August 11, 2025									
NONCREDIT INSTRUCTOR (Rate per Hour)									
	COLUMN I Minimum Qualifications			COLUMN II Earned Master's Degree			COLUMN III Earned Doctorate		
	STEP 0	0.00		STEP 0	0.00		STEP 0	0.00	
	STEP 1	70.93		STEP 1	74.29		STEP 1	77.82	
	STEP 2	73.77		STEP 2	77.26		STEP 2	80.93	
	STEP 3	76.72		STEP 3	80.34		STEP 3	84.16	
	STEP 4	79.79		STEP 4	83.55		STEP 4	87.52	

Board Approved:

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Negotiated Tentative Agreement Between
CSEA and its North Orange County
Community College District Chapter #167 and
the District

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

BACKGROUND:

CSEA and its North Orange County Community College District Chapter #167 and the District have negotiated a Tentative Agreement for the 2024-2025, 2025-2026 and 2026-2027 fiscal years. CSEA has ratified the Tentative Agreement.

ADJUSTMENT FOR THE FISCAL YEAR 2024-2025

Unit Members who are employed on the day of Board of Trustee approval of this Tentative Agreement shall receive a one-time off schedule payment in the amount of one thousand two hundred dollars \$1,200.00 within sixty (60) days after Board of Trustees approval.

ADJUSTMENT FOR THE FISCAL YEAR 2025-2026

The Classified Salary schedule will be increased by one point seven five percent (1.75%) across the schedule.

Unit Members who participated in employee plus one medical benefits with NOCCCD beginning January 2025 and who are employed on the day of Board of Trustee approval of this Tentative Agreement will receive a one-time off schedule payment in the amount of eight hundred dollars \$800.00 within sixty (60) days after Board of Trustees approval.

Unit Members who participated in employee plus family medical benefits with NOCCCD beginning January 2025 and who are employed on the day of Board of Trustee approval of this Tentative Agreement will receive a one-time off schedule payment in the amount of eighteen hundred \$1,800.00 within sixty (60) days Board of Trustees approval.

ADJUSTMENT FOR THE FISCAL YEAR 2026-2027

The Classified Salary Schedule will be increased by zero point two five percent (0.25%) for 2026-2027, across the schedule, effective July 1, 2026.

AMENDMENTS TO THE COLLECTIVE BARGAINING AGREEMENT

The Agreement contains modification to the Preamble and Articles 1, 2, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 25, 26, and 28.

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. This supports the District strategic direction to 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: Implementation of the salary agreement is within budget. All cost increases will be charged to the appropriate budgets, including general fund budgets.

RECOMMENDATION: It is recommended that the Board of Trustees approve the negotiated Tentative Agreement, inclusive of all terms and conditions specified in the written Agreement between CSEA and its North Orange County Community College Chapter 167 and the District, which includes the following:

SALARY ADJUSTMENT FOR THE 2024-2025 FISCAL YEAR

Unit Members who are employed on the day of Board of Trustee approval of this Tentative Agreement shall receive a one-time off schedule payment in the amount of one thousand two hundred dollars \$1,200.00 within sixty (60) days after Board of Trustees approval.

ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Classified Salary Schedule will be increased by one point seven five percent (1.75%) for 2025-2026, across the schedule, effective prospectively within sixty (60) days after Ratification and NOCCCD Board of Trustees approval.

Unit Members who participated in employee plus one medical benefits with NOCCCD beginning January 2025 and who are employed on the day of Board of Trustee approval of this Tentative Agreement will receive a one-time off schedule payment in the amount of eight hundred dollars \$800.00 within sixty (60) days after Board of Trustees approval.

Unit Members who participated in employee plus family medical benefits with NOCCCD beginning January 2025 and who are employed on the day of Board of Trustee approval of this Tentative Agreement will receive a one-time off schedule payment in the amount of eighteen hundred \$1,800.00 within sixty (60) days Board of Trustees approval.

ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Classified Salary Schedule will be increased by zero point two five percent (0.25%) for 2026-2027, across the schedule, effective July 1, 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 15.91% of the additional

revenue in the form of a one-time payment at the end of the 2026-2027 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 Classified Salary Schedule, effective July 1, 2026.

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 prospectively on the first day of the month following sixty (60) days after Ratification and NOCCCD Board of Trustees approval, the District will contribute a maximum up to \$11,359.32 annually towards plus one dependent care medical premiums. Effective prospectively on the first day of the month following sixty (60) days after Ratification and NOCCCD Board of Trustees approval, the District will contribute a maximum up to \$18,174.84 annually towards family plan medical premiums.

The Unit Member 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 and family for the 2027 benefit year, not to exceed the 2026-2027 funded COLA percentage.

AMENDMENTS TO THE COLLECTIVE BARGAINING AGREEMENT

The Agreement contains modification to the Preamble and Articles 1, 2, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 25, 26, and 28.

Irma Ramos

Recommended by



Approved for Submittal

5.j.3

Item No.

Last Best and Final Comprehensive Proposal
From North Orange County Community College District
To California School Employees Association
and its North Orange County Community College District Chapter 167

June 30, 2025

PREAMBLE

PREAMBLE, shall remain unchanged and language to remain status quo, except as indicated below:

This Agreement is made and entered into this ~~30th of June 2025~~^{3rd day of September 2024}, by and between North Orange County Community College District, hereinafter referred to as the District, and the California School Employees Association, and its **North Orange County Community College District (NOCCCD) Chapter 167** (hereinafter, "CSEA"). ~~CSEA Chapter # 167, hereinafter referred to as CSEA.~~

The purpose of this Agreement is to promote the improvement of personnel management and employer-employee relations, provide an equitable and peaceful procedure for the resolution of differences, and establish rates of pay and other terms and conditions of employment.

Article I, shall remain unchanged except for the following amendment(s):

ARTICLE 1

RECOGNITION

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

- 1.1 **Acknowledgment:** The District hereby acknowledges that CSEA is the exclusive bargaining representative for all classified employees described in Appendix A, attached hereto and incorporated herein by reference as part of this Agreement, except classified employees who are designated Management or Confidential. All newly created positions, except those that lawfully are Management or Confidential, shall be assigned to the bargaining unit. The determination of Management or Confidential positions that affect members of the bargaining unit shall be made by mutual agreement between the District and CSEA. Disputed cases may be submitted to the PERB for resolution. The bargaining unit may be expanded to other classes by mutual agreement of the District and CSEA subject to the rules of PERB.
- 1.2 **Restriction on District Negotiations and Agreements:** The District shall conduct no negotiations nor enter into any agreements with any other organization on CSEA-related matters that ~~is~~ are a mandatory subject of collective bargaining concerning the rights of Unit Members and/or CSEA without prior notice to and approval by CSEA of the negotiations and the Agreements.

ARTICLE 2

NO DISCRIMINATION

ARTICLE 2- NO DISCRIMINATION, shall remain unchanged except for the following amendment(s):

- 2.1 The District and CSEA are committed to the concept of equal employment opportunity in recruiting, hiring, training, evaluating, and promoting persons in all job classifications (based on job-related qualifications), and also administration of all personnel actions such as evaluation procedures, compensation benefits, transfers, layoff, return from layoff, social and recreational programs, without regard to race, gender identity, color, religion, sex, national origin, sexual orientation, marital status, age, or disability.
- 2.2 No Unit Member shall be discriminated against because of race, gender identity, national origin, religion, sexual orientation or marital status and, to the extent prohibited by law, no Unit Member shall be discriminated against because of age, sex, or disability. However, because these issues are addressed by the District's Unlawful Discrimination policy and procedures and are best adjudicated in the appropriate state and federal agencies, any dispute or claim arising under this section shall be specifically excluded from the grievance procedure as provided in this Agreement. Unit Members maintain the right to seek CSEA representation in attempting to informally resolve an issue arising under this section and filed pursuant to the District's Administrative Procedure for complaints of unlawful discrimination.
- 2.3 No Unit Member shall be appointed, reduced, removed or in any way favored or discriminated against because of the Unit Member's political opinions or affiliations.
- 2.4 Neither the District nor CSEA shall interfere with, intimidate, restrain, coerce, or discriminate against a Unit Member because of the exercise of rights guaranteed by the Rodda Act.

ARTICLE 4

EMPLOYEE RIGHTS AND RESPONSIBILITIES

ARTICLE 4- EMPLOYEE RIGHTS AND RESPONSIBILITIES, shall remain unchanged except for the following amendment(s):

- 4.1 Personnel Files
 - 4.1.1 The personnel file of each Unit Member shall be maintained at the District Office of Human Resources.
 - 4.1.2 All personnel files shall be kept in confidence and shall be available for inspection only to other employees of the District when actually necessary in the proper administration of the District's affairs or the supervision of the Unit Member.
 - 4.1.3 The District shall keep a log in each Unit Member's personnel file indicating the persons, other than employees of the District Office of Human Resources in the performance of routine filing operations or access in response to an inquiry by the Unit Member, who have examined the file and the date such examinations were made. The log shall be maintained in the Unit Member's personnel file. Such log and the Unit Member's personnel files shall be available for examination by the Unit Member or the Unit Member's designated representative, if authorized in writing or in person by the Unit Member.
 - 4.1.4 Information of a derogatory nature, except that listed in section 4.1.7 of this Article, shall not be placed in a Unit Member's personnel file unless and until the Unit Member is given notice and an opportunity to review and comment thereon. The Unit Member shall be given a reasonable amount of time during normal working hours and without loss of pay to prepare a written response to such material prior to placement in the Unit Member's file. Any derogatory material placed in a Unit Member's personnel file will include the identity of the author and the date such material was initiated.
 - 4.1.5 No adverse action of any kind shall be taken against a Unit Member based upon materials in the Unit Member's personnel file which have not been made available to the Unit Member.

4.1.6 The Vice Chancellor of Human Resources or designee, upon written request from the Unit Member, will remove any derogatory materials, except formal written evaluations which are less than three (3) years old, from the Unit Member's file provided the material is over two (2) years old, and no other derogatory material has been placed in the file within the last two (2) years. Formal written evaluations more than two (2) years old may be removed when a new evaluation form is on file.

4.1.7 A Unit Member shall have the right at any reasonable time and without loss of pay to examine for a reasonable time and/or obtain a copy of any material from the Unit Member's personnel file with the exception of material that pertains to ratings, reports, or records which were (1) obtained prior to the employment of the Unit Member, (2) prepared by identifiable members of any examination or hiring committee, or (3) obtained in connection with any promotional examination.

4.1.8 The contents of this Article are referenced in the Education Code.

4.2 Responsibility to Notify District of Change of Address or Telephone Number

A Unit Member shall ~~be responsible for updating their own~~ ~~notify the District Office of Human Resources of the Unit Member's~~ current personal information including mailing address, and telephone number, and emergency contact number within twenty (20) working days of any ~~change-change. This shall be done by accessing My Gateway or current employee portal.~~

ARTICLE 5

ORGANIZATIONAL RIGHTS

ARTICLE 5- ORGANIZATIONAL RIGHTS, shall remain unchanged except for the following amendment(s):

5.1 CSEA Rights: CSEA shall have the following rights in addition to the rights contained in any other portion of the Agreement:

5.1.1 The right of access at reasonable times by a reasonable number of authorized CSEA representatives to areas in which Unit Members work, provided that access to Unit Members shall be limited to nonworking hours and non-assigned times such as breaks, duty-free lunch periods, and before or after working hours. Such access shall not be utilized in a manner that will disturb, disrupt, or otherwise interfere with the normal workflow of any employee of the District or the education of any students of the District.

5.1.1.1 CSEA staff members, officers, union stewards or other official representatives shall provide the Immediate Management Supervisor of the area with reasonable advance notice for purposes of such access and shall, prior to contacting an employee, make his/her presence known to the employee's Immediate Management Supervisor. Any member of the CSEA field staff who wishes access to District premises shall notify the Vice Chancellor of Human Resources of his/her identity.

5.1.1.2 CSEA union stewards shall be permitted incidental use of District telephones and e-mail to contact Unit Members for union representation purposes relative to rights afforded under this Agreement.

5.1.2 The right to use without charge institutional bulletin boards, mailboxes of the school mail system, and other District means of communication for the posting or transmission of information or notices concerning CSEA matters.

5.1.3 The right to use institutional building, facilities, and standard office equipment, in accordance with Board policy and the Civic Center Act, at reasonable times, for the purpose of conducting chapter business and related matters. Such use will be at no cost unless special services are required as determined by the Immediate Management Supervisor.

5.1.4 The right to review Unit Members' personnel files and any other records dealing with Unit Members when accompanied by the Unit Member or on presentation of a written authorization signed by the Unit Member.

5.1.5 The right to receive, upon request, a complete "hire date" roster of all Unit Members, indicating the Unit Member's present classification, department and location assignment. The right to receive, upon request, a complete roster of all Unit Members by

hours in paid status, indicating total hours in paid status for seniority purposes, present classification, department and location assignment.

- 5.1.6 The right to receive, upon request, copies of written reports that are public records in accordance with state law.
- 5.1.7 The right to receive copies of applications to governmental agencies for grant, funding, or approval when such grant, funding, or approval will involve the employment of additional classified employees. No employment of classified employees under such grant or funding shall occur until CSEA has been provided a reasonable time to review and comment.
- 5.1.8 The right to receive, upon request, copies of material in the possession of or produced by the District necessary for CSEA to fulfill its role as the exclusive bargaining representative.
- 5.1.9 Release time for CSEA activities shall be granted pursuant to this section:

5.1.9.1 Release Time for CSEA Annual Conference

- 5.1.9.1.1 CSEA shall have the right to designate up to six (6) Unit Members who shall be granted release time, without loss of compensation, to attend the CSEA Annual Conference.
- 5.1.9.1.2 Unit Members granted release time as provided in section 5.1.9.1.1 shall be released from their duties for the actual days of the conference, not to exceed five (5) days.
- 5.1.9.1.3 All expenses associated with attendance at the conference, including travel, shall be the responsibility of the Unit Members and CSEA. Travel shall not involve the use of District vehicles.
- 5.1.9.1.4 CSEA shall provide the Vice Chancellor of Human Resources, not less than thirty (30) days in advance of the conference, written notice of the dates of the conference and the names of the Unit Members who have been designated to attend the conference.
- 5.1.9.1.5 Not more than one (1) Unit Member within the same job classification or series of job classifications (e.g., *Administrative Assistant I, Administrative Assistant II, Administrative Assistant III*) from any one department may be granted release time to attend the conference if the District determines that granting leave to more than one Unit Member from the department within the same job classification or series of job classifications would have an adverse impact on the operation of the department.

5.1.9.2 Release Time for CSEA Executive Boards Members

- 5.1.9.2.1 CSEA shall be allocated up to twenty-five (25) hours of release time per calendar month for use by the President and officers of the Executive Board to conduct CSEA Chapter 167 business and employer-employee relations matters.

- 5.1.9.2.1.1 This release time shall not be cumulative but shall be in addition to any release time granted for serving as an officially designated union steward and/or member of the CSEA negotiating team, as provided in Article 7 and Article 26 of this Agreement, respectively.
- 5.1.9.2.1.2 Additional release time may be granted during any month if approved by the Vice Chancellor of Human Resources.
- 5.1.9.2.2 Use of release time shall be coordinated with the Unit Member's Immediate Management Supervisor. Requests for release time shall be submitted to the Unit Member's Immediate Management Supervisor on the District approved form, normally at least two (2) working days prior to the date on which the release time is requested. It is recognized that certain circumstances may require a lesser period of advanced notice. No released time shall be permitted in the absence of advanced notice as provided in this section.
- 5.1.9.2.3 After submission of the request for release time, the Unit Member shall be released from duty during reasonable times for the purposes specified in this Article. If, due to an emergency, as determined by the Immediate Management Supervisor, an adequate level of service cannot be maintained in the absence of the Unit Member at the time requested, the Unit Member shall attend to the existing emergency and shall be allowed to leave upon satisfactory resolution of the emergency.
- 5.1.9.2.4 The Unit Member shall specify, on the monthly time sheet, the dates and times of release time taken for participation in activities pursuant to the provisions of this Article.
- 5.1.9.2.5 No Unit Member shall be discriminated against with regard to any application for transfer or promotion because of the use of release time as a Chapter officer in accordance with this Article.
- 5.1.9.2.6 Within five (5) working days of their election, the CSEA President or designee shall notify the Vice Chancellor of Human Resources in writing of the names of the members of the Executive Board. If a change in designated members of the Executive Board is made, the CSEA President shall notify the Vice Chancellor of Human Resources in writing within five (5) working days of such change.
- 5.1.9.3 Release Time for Union Stewards: Release time for union stewards shall be granted pursuant to the provisions of Article 7 of this Agreement.
- 5.1.9.4 Release Time for Negotiations: Release time for negotiation on matters within the scope of representation shall be granted pursuant to the provisions of Article 26 of this Agreement.
- 5.1.9.5 Release Time for CSEA Statewide Elected Office: In the event any CSEA member is elected to

a CSEA statewide office the District shall comply with the provisions of the California Education Code, Section 88210. The Unit Member shall provide the Vice Chancellor of Human Resources with official written notification of election and the term of office of the position.

5.1.9.6 CSEA In-Service Workshops: Two CSEA sponsored In-Service Workshops per fiscal year may be held during scheduled work hours, subject to approval by the Vice Chancellor of Human Resources, under the following conditions:

- 5.1.9.6.1 Sixty working (60) days prior but no less than forty-five (45) working days to the scheduled date of the proposed workshop, a letter of notification from the CSEA President will be sent to the Vice Chancellor of Human Resources indicating the proposed location, day, time and topic of the workshop. This provision notwithstanding, a workshop may be scheduled without sixty (60) working days' prior notification by mutual agreement of the CSEA President and the Vice Chancellor of Human Resources.
- 5.1.9.6.2 Within ten (10) working days of receipt of notification, the Vice Chancellor of Human Resources will provide the CSEA President with written notification of the Vice Chancellor's approval or denial of the workshop.
- 5.1.9.6.3 The duration of any workshop may not exceed ninety (90) minutes.
- 5.1.9.6.4 A Unit Member wishing to attend the In-service Workshop must submit a written request to the Unit Member's Immediate Management Supervisor at least ten (10) five (5) working days prior to the scheduled date of the workshop unless otherwise approved by the supervisor. If approved in writing by the Immediate Management Supervisor, the Unit Member shall be released from the Unit Member's duties to attend the workshop.

5.2 Conduct of CSEA Business

5.2.1 Except as specifically provided in this Agreement, CSEA chapter business (e.g., meetings, circulation of petitions, elections, etc.) will be conducted by Unit Members at times other than their assigned working hours. Unit Members shall not be given time off for meetings of CSEA; however, Unit Members may adjust their work schedules, with prior approval of their Immediate Management Supervisors, for the purpose of attending regularly scheduled CSEA Chapter #167 general membership business meetings, subject to all of the following:

- 5.2.1.1 Adjustment of a Unit Member's work schedule for this purpose shall not be permitted more than once in any calendar month.
- 5.2.1.2 Adjustment of the work schedule shall be permitted only if the scheduled meeting time falls within the Unit Member's scheduled working hours and if the requested adjustment does not conflict with the operational needs of the department, as determined by the Immediate Management Supervisor

- 5.2.1.3 Adjustment of the work schedule shall not cause a break in the Unit Member's scheduled working hours, exclusive of the scheduled meal period, of more than one hour during the workday. The time taken for the break in working hours must be made up on the same workday so that the time worked is equal to the number of working hours normally scheduled for that day.
 - 5.2.1.4 Adjustment of the starting and ending time of the Unit Member's scheduled meal period may be permitted consecutively with the break in scheduled working hours; however, such adjustment shall not cause a change in the length of the Unit Member's scheduled meal break for that day.
 - 5.2.1.5 A request for adjustment of the work schedule must be submitted in writing to the Unit Member's Immediate Management Supervisor at least two working days in advance of the day for which the schedule adjustment is requested. The request must indicate the date and time of the CSEA general membership meeting, the requested schedule adjustment, and a proposal for when the time for the break in working hours will be made up. No adjustment in a Unit Member's schedule shall be permitted in the absence of advanced notice and approval as provided herein.
- 5.2.2 Bargaining Unit Members may be released from duty, without loss of compensation, for up to one (1) hour for the purpose of attending a contract ratification meeting, and up to one-half (1/2) hour for the purpose of voting on ratification of a contract, if the meeting or voting time falls within the Unit Member's scheduled working hours and if the time does not conflict with the operational needs of the department, as determined by the Immediate Management Supervisor.
- 5.2.2.1 On the scheduled day of the contract ratification vote, the designated Nominations/Elections Chairperson shall be released from duty for up to eight (8) hours, without loss of compensation, to conduct the balloting.
 - 5.2.2.2 On the scheduled day of the contract ratification vote, two designated Tellers from each campus (Anaheim, Cypress, Fullerton) shall be released from duty for up to three (3) hours each, without loss of compensation, to superintend the balloting during the scheduled voting periods at their respective campuses.
 - 5.2.2.3 Release time for the Nominations/Elections Chairperson and the Tellers shall be coordinated with their Immediate Management Supervisors. Requests for release time shall be normally be made at least five (5)–two (2) working days prior to the date on which the release time is requested unless otherwise approved by the supervisor. It is recognized that certain circumstances may require a lesser period of advanced notice. No released time shall be permitted in the absence of advanced notice as provided in this section.
 - 5.2.2.4 Normally at least five (5) working days in advance, the CSEA President shall provide the Vice Chancellor of Human Resources with written notice of the dates of the ratification meeting and balloting, the location of the ratification meeting, and the times at which voting will begin and end at each campus.

5.5 Committee Representation

5.5.1 In addition to rights of appointment contained in any other portion of this Agreement, California Education Code 70901.2(a) or as provided by District policy, CSEA shall have the right to appoint the classified employee representative to the following Districtwide and collegewide governance committees:

- 5.5.1.1 District Council on Budget and Facilities;
- 5.5.1.2 District Consultation Council;
- 5.5.1.3 District Equal Employment Opportunity Advisory Committee;
- 5.5.1.4 College Budget Committees;
- 5.5.1.5 College Presidents' Advisory Councils;
- 5.5.1.6 College Diversity Committees;
- 5.5.1.7 Campus and District Staff Development Professional Development Committees.
- 5.5.1.8 Campus Accreditation Committee
- 5.5.1.9 Campus Distance Education Committee
- 5.5.1.10 Campus and District Technology Committees
- 5.5.1.11 Campus Safety Committee
- 5.5.1.13 Campus Sustainability Committee
- 5.5.1.14 District Insurance and Benefits Committee

ARTICLE 9

PAY AND ALLOWANCES

ARTICLE 9- PAY AND ALLOWANCES shall remain unchanged and language to remain status quo, except as indicated below:

ADJUSTMENT FOR THE 2024 - 2025 FISCAL YEAR

Unit members who are employed on the day of Board of Trustee approval of this Tentative Agreement shall receive a one-time off schedule payment in the amount of one thousand two hundred dollars \$1,200.00 within sixty (60) days after Board of Trustees approval.

ADJUSTMENT FOR THE 2025-2026 FISCAL YEAR

The Classified Salary Schedule will be increased by one and three quarters percent (1.75%) for 2025-2026, across the schedule, effective prospectively within sixty (60) days after Ratification and North Orange County College District Board of Trustees approval. Unit members who participated in employee plus one medical benefits with NOCCCD beginning January 2025 and who are employed on the day of Board of Trustee approval of this Tentative Agreement will receive a one-time off schedule payment in the amount of eight hundred dollars \$800.00 within sixty (60) days after Board of Trustees approval. Unit members who participated in employee plus family medical benefits with NOCCCD beginning January 2025 and who are employed on the day of Board of Trustee approval of this Tentative Agreement will receive a one-time off schedule payment in the amount of eighteen hundred \$1,800.00 within sixty (60) days Board of Trustees approval.

ADJUSTMENT FOR THE 2026-2027 FISCAL YEAR

The Classified Salary Schedule will be increased by zero point two five percent (0.25%) for 2026-2027, across the schedule, effective July 1, 2026.

CONTINGENCY 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 15.91% of the additional revenue in the form of a one-time payment at the end of the 2026-2027 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 Classified Salary Schedule, effective July 1, 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 10 - HOURS AND OVERTIME

ARTICLE 10- HOURS AND OVERTIME, shall remain unchanged and language to remain status quo, except as indicated below:

HOURS AND OVERTIME

10.1 Workweek and Workday

- 10.1.1 The District has the right to change a Unit Member's work schedule with respect to the days per week and/or starting and ending times to meet the operational needs of the District. When a Unit Member's work schedule is changed, the Immediate Management Supervisor will provide a rationale for the change. A Unit Member's work schedule may not be changed permanently unless the Unit Member is given twenty (20) working days advance written notice. A permanent work schedule change is a change that will continue beyond ninety (90) working days.
- 10.1.2 The length of the workday shall be designated by the District for each Unit Member in accordance with the provisions set forth in the Agreement.
- 10.1.3 Except as provided in section 10.1.3.6, each Unit Member shall be assigned a fixed, regular, and ascertainable minimum number of hours per day, with regular daily starting and ending times, days per week, and months per year. Any change in a Unit Member's schedule shall comply with the provisions of the section, except as provided in section 10.1.3.6.
 - 10.1.3.1 The District has the right to change a Unit Member's work schedule with respect to the days per week and/or starting and ending times to meet the operational needs of the District. When a Unit Member's work schedule is changed, the Immediate Management Supervisor will provide a rationale for the change. A Unit Member's work schedule may not be changed permanently unless the Unit Member is given twenty (20) working days advance written notice. A permanent work schedule change is a change that will continue beyond ninety (90) working days. If the proposed permanent change to the Unit Member's work schedule causes an undue hardship, which may prevent continued employment, the Unit Member may request a meeting with the supervisor prior to the change. The IMS may consider changing the effective date of the permanent work schedule.
 - 10.1.3.2 The District has the right to change a Unit Member's work schedule in conjunction with the disciplinary process, for the causes specified in Article 20.3.
 - 10.1.3.2.1 Where the cause for disciplinary action involves an issue under Article 20.3.1, 20.3.9, or 20.3.10, the informal corrective measures, as specified in Article 20.5.1, shall be implemented prior to implementing a change in a Unit Member's schedule as a corrective measure.

- 10.1.3.2.2 Any change in a Unit Member's schedule in conjunction with the disciplinary process shall constitute an informal corrective measure within the meaning of Article 20.2.3.
- 10.1.3.3 The work schedules of Unit Members in campus safety/security classifications shall be subject to change on a rotating basis, not more often than once every twelve (12) months. At the beginning of each fiscal year, the Immediate Management Supervisor will provide Unit Members with a schedule of the rotation.
- 10.1.3.4 A Unit Member's work schedule may be changed with respect to the days per week and/or starting and ending times at the request of the Unit Member, subject to approval by the Immediate Management Supervisor. The request must be made on the *Schedule Change Request* form (Appendix D). If the Unit Member's request for a work schedule change is approved, a copy of the completed *Schedule Change Request* form will be forwarded to the CSEA President.
- 10.1.3.5 The District has the right to establish the work schedule for a new position or to change the work schedule when a position becomes vacant, with respect to the days per week and/or starting and ending times, to meet the operational needs of the District.
- 10.1.3.6 Workday Exception List
 - 10.1.3.6.1 The classifications listed in Appendix C are exempt from regular daily starting and ending times. The daily starting and ending times of Unit Members in these classifications may vary from day-to-day where support of the assigned program or service requires fluctuation in the daily schedule. The Unit Member will be notified of any time changes as soon as possible before the change. Schedule variations shall be distributed and rotated as equally as is practical among qualified Unit Members within each department. The District shall determine the qualification required for any given daily schedule change
 - 10.1.3.6.2 In accordance with program or service requirements, the District or CSEA may propose additions or deletions of classifications for exemption from regular starting and ending times. If either the District or CSEA does not agree with a proposal, the District and CSEA will meet to negotiate the proposal.
 - 10.1.3.7 In any fiscal year that contains 261 or 262 workdays, twelve-month, full time Unit Members who have been employed since July 1st of the preceding year and who would work in excess of 260 days will take a non-workday on the first workday of the calendar year (for years with 261 workdays) or the first and second workdays of the calendar year (for years with 262 workdays) immediately following New Year's Day Holiday per CalPERS contribution requirements. This will not result in any reduction in the monthly compensation for full-time twelve-month bargaining Unit Members who meet the criteria above.

10.2 Workweek/Workday Schedules

A Unit Member may be assigned by the District to a standard or alternative workweek/workday schedule in accordance with the following provisions. In addition, CSEA and the District may, by mutual agreement, establish an alternative workweek/workday schedule for all Unit Members, or for specified classifications of Unit Members. The applicable dates and exceptions shall be specified at least sixty (60) calendar days prior to implementation, unless otherwise agreed by CSEA and the District.

10.2.1 Standard Workweek/Workday Schedule

- 10.2.1.1 The Standard workweek/workday schedule for a full-time Unit Member comprises forty (40) hours per workweek consisting of five (5) consecutive workdays at eight (8) hours each.
- 10.2.1.2 The workweek for this schedule consists of the regular and recurring period of 168 hours beginning at 12:01 a.m. on Monday and ending at midnight on the following Sunday.
- 10.2.1.3 Holidays are eight (8) hours.

- 10.2.1.4 If a holiday falls on an eight (8) hour workday, that day becomes an eight (8) hour paid holiday. If a holiday falls on a scheduled day off, the Unit Member shall be provided with a substitute holiday or compensated as if the holiday had fallen on an assigned workday.
- 10.2.1.5 Any time worked beyond eight (8) hours per day on a scheduled eight (8) hour workday is considered overtime. Any time worked on a scheduled day off is considered overtime.

10.2.2 Alternative Workweek/Workday Schedules

10.2.2.1 Four (4) Day/Ten (10) Hour Alternative Schedule ("4/10")

- 10.2.2.1.1 The "4/10" workweek/workday schedule for a full-time Unit Member comprises forty (40) hours per workweek consisting of four (4) workdays at ten (10) hours each and a designated day off, scheduled within a five (5) consecutive day period. Any day of the normal scheduled workweek may be scheduled as the designated day off.

~~For this example, Monday has been scheduled as the designated day off (Figure 1).~~

Figure 1				
Monday	Tuesday	Wednesday	Thursday	Friday
Designated Day Off	10-Hour Workday	10-Hour Workday	10-Hour Workday	10-Hour Workday

- 10.2.2.1.2 The workweek for this schedule consists of the regular and recurring period of 168 hours beginning at 12:01 a.m. on Monday and ending at midnight on the following Sunday.

- 10.2.2.1.3 Holidays are eight (8) hours with the potential exception of Juneteenth and July 4th.

- 10.2.2.1.4 If a holiday falls on a ten (10) hour workday, then that ten (10) hour workday becomes an eight (8) hour paid holiday. Two (2) hours of accrued compensatory time or vacation time shall be used, respectively, in combination with the eight (8) hour paid holiday. In any week with a holiday listed in Article 13, the workweek for all employees—except Campus Safety—will revert to a five (5)-day schedule with eight-hour workdays. Juneteenth and July 4th will be paid in accordance with the Unit Member's scheduled workday. All holidays, except Juneteenth and July 4th are paid as 8-hour holidays as described above. If the Unit Member is scheduled during the week of Juneteenth or July 4th holiday for 8, 9, or 10 hours, the Unit Member's pay will reflect 8, 9, or 10 hours consistent with their assigned workday.

- 10.2.2.1.5 For Juneteenth and July 4th, if the observed holiday is on a Unit Member's regular scheduled day off, the Unit Member must coordinate with their supervisor to observe the holiday on either the preceding or succeeding workday.

~~For this example, the holiday falls on Friday (Figure 2).~~

Figure 2				
Monday	Tuesday	Wednesday	Thursday	Friday
Designated Day Off	10-Hour Workday	10-Hour Workday	10-Hour Workday	8-Hour Holiday
				+
				Use 2 Hours Comp or Vacation

10.2.2.1.5 ~~Except where the designated day off is a Friday, if a holiday falls on a designated day off, the succeeding scheduled ten (10) hour workday shall be taken as an eight (8) hour paid holiday with two (2) hours of accrued compensatory time or vacation time to be used, respectively, in combination with the eight (8) hour paid holiday. Where the designated day off is a Friday, if a holiday falls on that day, the preceding scheduled ten (10) hour workday shall be taken as an eight (8) hour paid holiday with two (2) hours of accrued compensatory time or vacation time to be used, respectively, in combination with the eight (8) hour paid holiday.~~

~~For this example, the holiday falls on Monday, the designated day off. The following scheduled ten (10) hour workday, Tuesday, is taken as the holiday (Figure 3).~~

Figure 3				
Monday	Tuesday	Wednesday	Thursday	Friday
Holiday Falls On Designated Day Off	Taken As 8 Hour Holiday + Use 2 Hours Comp or Vacation	10 Hour Workday	10 Hour Workday	10 Hour Workday

10.2.2.1.6 Any time worked beyond ten (10) hours per day on a scheduled ten (10) hour workday is considered overtime. Any time worked on a designated day off is considered overtime. ~~(Figure 4).~~

Figure 4				
Monday	Tuesday	Wednesday	Thursday	Friday
Designated Day Off	10 Hour Workday	10 Hour Workday	10 Hour Workday	10 Hour Workday
Any Hours Worked =OT	Any Time Worked Past 10 Hours =OT	Any Time Worked Past 10 Hours =OT	Any Time Worked Past 10 Hours =OT	Any Time Worked Past 10 Hours =OT

10.2.2.2 Nine (9) Day/Eighty (80) Hour Alternative Schedule (“9/80”)

10.2.2.2.1 The “9/80” workweek/workday schedule for a full-time Unit Member comprises eighty (80) hours in two (2) calendar weeks consisting of a fixed schedule of four (4) workdays at nine (9) hours each and one (1) workday at eight (8) hours in one calendar week and four (4) workdays at nine (9) hours each in the other calendar week. Any day within the two (2) calendar week period may be scheduled as the designated day off, provided that the corresponding weekday within the two (2) calendar week period is scheduled as the eight (8) hour workday.

For this example, Friday has been used as both the designated day off and the eight (8) hour workday (Figure 15).

Figure 15					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week One	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	Designated Day Off
Week Two	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	8 Hour Workday

10.2.2.2.2 The workweek for this schedule consists of the regular and recurring period of 168 hours beginning at the temporal midpoint of the scheduled shift on the eight (8) hour workday and ending at the same time on the corresponding day of the following calendar week.

10.2.2.2.3 ~~Holidays are eight (8) hours. In any week with a holiday listed in Article 13, both workweeks for all employees—except Campus Safety—will revert to a five (5)- day schedule with eight-hour workdays. Juneteenth and July 4th will be paid in accordance with the Unit Member’s scheduled workday. All holidays, except Juneteenth and July 4th are paid as 8-hour holidays as described above. If the Unit Member is scheduled during the week of Juneteenth or July 4th holiday for 8, 9, or 10 hours, the Unit Member’s pay will reflect 8, 9, or 10 hours consistent with their assigned workday.~~

10.2.2.2.3.1 For Juneteenth and July 4th, if the observed holiday is on a Unit Member’s regular scheduled day off, the Unit Member must coordinate with their supervisor to observe the holiday on either the preceding or succeeding workday.

~~10.2.2.2.4 If a holiday falls on a nine (9) hour workday, that nine (9) hour workday becomes an eight (8) hour paid holiday. One (1) hour of accrued compensatory time or vacation time shall be used, respectively, in combination with the eight (8) hour paid holiday.~~

~~For this example, the holiday falls on Monday of Week One (Figure 6).~~

Figure 6					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week One	8 Hour Holiday + Use 1 Hour Comp or Vacation	9 Hour Workday	9 Hour Workday	9 Hour Workday	Designated Day Off
Week Two	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	8 Hour Workday

~~10.2.2.2.5 If a holiday falls on the eight (8) hour workday, that eight (8) hour workday becomes an eight (8) hour paid holiday.~~

~~For this example, the holiday falls on Friday of Week Two (Figure 7).~~

Figure 7					
	Monday	Tuesday	Wednesday	Thursday	Friday

Week One	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	Designated Day Off
Week Two	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	8 Hour Holiday

~~10.2.2.2.6 If a holiday falls on a scheduled day off, then the succeeding eight (8) hour workday is taken for the holiday.~~

~~For this example, the holiday falls on Friday of Week One, the designated day off. The following scheduled eight (8) hour workday, Friday of Week Two, is taken as the holiday (Figure 8).~~

Figure 8					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week One	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	Holiday Falls On Designated Day Off
Week Two	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	Taken As 8 Hour Holiday

10.2.2.2.7 ~~If holidays fall on both a designated day off and the following eight (8) hour workday, the nine (9) hour workday preceding the designated day off is taken as an eight (8) hour paid holiday with one (1) hour of compensatory time or vacation time to be used, respectively, in combination with the eight (8) hour paid holiday, and the eight (8) hour workday following the designated day off is taken as an eight (8) hour paid holiday~~

~~For this example, holidays fall on Friday of Week One, the designated day off, and the following Friday of Week Two, the scheduled eight (8) hour workday. Thursday of Week One, the nine (9) hour workday immediately preceding the scheduled day off, and Friday of Week Two, the eight (8) hour workday, are taken as holidays (Figure 9).~~

Figure 9					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week One	9 Hour Workday	9 Hour Workday	9 Hour Workday	Taken As 8 Hour Holiday + Use 1 Hour Comp or Vacation	Holiday Falls On Designated Day Off
Week Two	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	Taken As 8 Hour Holiday

10.2.2.2.48 Any time worked beyond nine (9) hours on a scheduled nine (9) hour workday is considered overtime. Any time worked beyond eight (8) hours on a scheduled 8-hour workday is considered overtime. Any time worked on the designated day off is considered overtime. ~~(Figure 10).~~

Figure 10					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week One	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	Designated Day Off
	Any Time Worked Past 9 Hours = OT	Any Time Worked Past 9 Hours = OT	Any Time Worked Past 9 Hours = OT	Any Time Worked Past 9 Hours = OT	Any Hours Worked = OT
Week Two	9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	8 Hour Workday
					Any Time Worked Past 8 Hours = OT

10.2.2.3 Five (5) Day/Thirty-Six (36) + Four (4) Hour Alternative Schedule ("36/4")

10.2.2.3.1 The "36/4" workweek/workday schedule for a full-time Unit Member comprises forty (40) hours per workweek consisting of four (4) workdays at nine (9) hours each and one (1) workday at four (4) hours. Any day can be scheduled as the four (4) hour workday.

~~For this example, Friday has been scheduled as the four (4) hour workday (Figure 11).~~

Figure 11				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	4 Hour Workday

~~20.3.19.4.1~~ 10.2.2.3.2 The workweek for this schedule consists of the regular and recurring period of 168 hours beginning at 12:01 a.m. on Monday and ending at midnight on the following Sunday.

~~10.2.2.3.3~~ Holidays are eight (8) hours. -

~~20.3.19.4.2~~ In any week with a holiday listed in Article 13, the workweek for all employees—except Campus Safety—will revert to a five (5)–day schedule with eight-hour workdays. Juneteenth and July 4th will be paid in accordance with the Unit Member’s scheduled workday. All holidays, except Juneteenth and July 4th are paid as 8-hour holidays as described above. If the Unit Member is scheduled during the week of Juneteenth or July 4th holiday for 8, 9, or 10 hours, the Unit Member’s pay will reflect 8, 9, or 10 hours consistent with their assigned workday. 8-hour

10.2.2.3.4 If a holiday falls on a nine (9) hour workday, then that nine (9) hour workday becomes an eight (8) hour paid holiday. One (1) hour of accrued compensatory time or vacation time shall be used, respectively, in combination with the eight (8) hour paid holiday For Juneteenth and July 4th, if the observed holiday is on a

Unit Member's regular scheduled day off, the Unit Member must coordinate with their supervisor to observe the holiday on either the preceding or succeeding workday.

For this example, the holiday falls on Monday (Figure 12).

Figure 12

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8 Hour Holiday ± Use 1 Hour Comp or Vacation	9 Hour Workday	9 Hour Workday	9 Hour Workday	4 Hour Workday

~~10.2.2.3.5 If a holiday falls on the four (4) hour workday, that four (4) hour workday becomes an eight (8) hour paid holiday and the nine (9) hour workdays become eight (8) hour workdays.~~

For this example, the holiday falls on Friday, the scheduled four (4) hour workday (Figure

13).

Figure 13

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
9 Hour Workday Becomes 8 Hour Workday	9 Hour Workday Becomes 8 Hour Workday	9 Hour Workday Becomes 8 Hour Workday	9 Hour Workday Becomes 8 Hour Workday	Holiday Falls On 4 Hour Workday Becomes 8 Hour Holiday

10.2.2.3.56 Any time worked beyond nine (9) hours per day on a scheduled nine (9) hour workday is considered overtime. Any time worked beyond four (4) hours per day on a scheduled four (4) hour workday is considered overtime (Figure 14).

Figure 14

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
9 Hour Workday	9 Hour Workday	9 Hour Workday	9 Hour Workday	4 Hour Workday
Any Time Worked Past 9 Hours = OT	Any Time Worked Past 9 Hours = OT	Any Time Worked Past 9 Hours = OT	Any Time Worked Past 9 Hours = OT	Any Time Worked Past 4 Hours = OT

10.2.3 Alternative Workweek/Workday Schedule for Summer Session

- 10.2.3.1 The alternative schedule shall be a Four (4) Day / Ten (10) Hour Schedule.
- 10.2.3.2 The designated workdays of the alternative schedule shall be Monday through Thursday.
- 10.2.3.3 The starting date of the alternative schedule will be the Monday of the first full week in June.
- 10.2.3.4 The ending date of the alternative schedule will be the last Friday of the Summer Session as articulated in the Board approved Academic Calendar.
- 10.2.3.5 The alternative schedule will apply to all Unit Members, with the following exceptions:
 - 10.2.3.5.1 North Orange Continuing Education (NOCE)
All classifications in North Orange Continuing Education
 - 10.2.3.5.2 Cypress College
Custodial classifications;
Campus Safety classifications;
Classifications related to the operation of the Theatre Arts Department.
 - 10.2.3.5.3 Fullerton College
Maintenance and Operations classifications; Campus Safety classifications;
Child Care classifications;
Academic Computing classifications; Classifications related to KBPK operations;
Classifications related to the operation of the Theatre Arts Department.
 - 10.2.3.5.4 Anaheim Campus
Maintenance and Operations classifications;
Campus Safety classifications;
Information Services classifications.
- 10.2.3.6 Individual Unit Members in any of the categories under 10.2.3.5 may be assigned the alternative schedule with approval of the Immediate Management Supervisor.
- 10.2.3.7 Individual Unit Members who are on the alternative schedule may be assigned duties on Friday, as the need arises, by mutual agreement of the Unit Member and the Immediate Management Supervisor. If a Unit Member is assigned duties on Friday, the Unit Member will be provided with an alternative day off during that workweek, to be determined by mutual agreement of the Unit Member and the Immediate Management Supervisor. This provision does not preclude the application of overtime per 10.2.2.1.6.
- 10.2.3.8 Reduced Hour(s) Plan
 - 10.2.3.8.1 Unit Members on the alternative schedule who are employed for 40 hours per week may choose not to work ten hours per day and elect a reduced hour(s) plan, under one of the following options:
 - 10.2.3.8.1.1 The Unit Member may elect to work eight hours per day by taking two hours off each day using accrued compensatory time or vacation time, respectively.
 - 10.2.3.8.1.2 The Unit Member may elect to work eight hours per day by taking two hours off each day as leave without pay.
 - 10.2.3.8.1.3 The Unit Member may elect to work nine hours per day by taking one hour off each day using accrued compensatory time or vacation time, respectively.
 - 10.2.3.8.1.4 The Unit Member may elect to work nine hours per day by taking one hour off each day as leave without pay.

- 10.2.3.8.2 Under the reduced hour(s) plan, the number of hours off must be the same for each day of the week and the Unit Member must remain with the option selected for the duration of the alternative schedule.
- 10.2.3.8.3 If a Unit Member elects to take hours off each day using accrued compensatory or vacation time, the District Payroll Office will deduct accrued compensatory time, until exhausted, before deduction of accrued vacation time.
- 10.2.3.8.3.1 The use of compensatory time and/or vacation time in fractional increments may be required to accomplish the required deduction.
- 10.2.3.8.3.2 In the event a Unit Member is absent from duty for an entire day due to illness or injury, the District Payroll Office will deduct sick leave in lieu of the required compensatory or vacation time deduction.
- 10.2.3.8.4 If a Unit Member who is employed less than 12 months elects an option to take hours off as leave without pay, the time off without pay shall not be considered as part of the Unit Member's "nonduty" days or hours (mandatory time off), and the Unit Member's Duty Day Calendar will not be altered to accommodate the unpaid hours.

~~20.7.3.4~~ 10.2.3.9 Unit Members on the alternative schedule who use vacation and/or sick leave benefits will have ten hours of leave deducted per day.

10.2.3.10 For Unit Members on ~~the an~~ alternative schedule, the ~~Juneteenth and the~~ Independence Day holiday will occur according to the provisions of Article 13 and will be compensated in accordance with the provisions of ~~the applicable alternative schedule as outlined in~~ Articles 10.2.2.1.3 and 10.2.2.1.4 of the collective bargaining agreement between CSEA and the District. For those Unit Members assigned to a 4/10 schedule who work less than a ten-hour day, per Article 10.2.3.8.2 Reduced Hour(s) Plan, Unit Members on an alternative schedule who do not have sufficient accrued vacation time to comply with this provision may be advanced two (2) hours of vacation leave which shall be deducted from future vacation accrual or may elect to take two (2) hours of unpaid leave

10.2.3.11 Should the Academic Calendar change and subsequently impact this Article, the parties agree to meet and negotiate within thirty (30) working days.

10.3 Reduction in Percentage of Employment: Any involuntary reduction in a Unit Member's percentage of employment shall be accomplished in accordance with the provisions of Article 21.

10.4 Adjustment of Assigned Time: Any Unit Member who works an average of thirty (30) minutes or more per day in excess of the Unit Member's regular part-time assignment for a period of twenty (20) consecutive workdays or more shall have the regular assignment adjusted upward to reflect the longer hours, effective with the next pay period.

10.5 Meal Periods and Rest Periods: Specified times for meal periods and rest periods pursuant to the provisions of this section shall be established by the District.

10.5.1 Meal Periods: All Unit Members who have a workday of five (5) hours or more shall be entitled to an uninterrupted, duty-free unpaid meal period. Unit Members who have a workday of fewer than five (5) hours are not entitled to a meal period.

10.5.1.1 The meal period may be either thirty (30), forty-five (45), or sixty (60) minutes in duration as specified by the Immediate Management Supervisor. The meal period will normally commence within one (1) hour of the midpoint of the work shift. The meal period shall not exceed the specified length; however, a Unit Member may extend the normal unpaid meal period with the prior approval of the Immediate Management Supervisor.

10.5.1.2 A Unit Member who is authorized and required by the Immediate Management Supervisor to work during the Unit Member's scheduled meal period, and who is not provided an alternate meal period, shall receive either overtime pay or compensatory time.

10.5.1.3 Campus safety/security personnel who are required by the Immediate Management Supervisor to be on call at their on-campus duty station during scheduled meal periods will receive either overtime pay or compensatory time, or their hours of compensable duty shall be adjusted accordingly.

10.5.1.4 A Unit Member shall not work during the scheduled meal period unless so authorized or directed in advance by the Immediate Management Supervisor.

10.5.2 Rest Periods: Paid rest periods of fifteen (15) minutes each are allowed for each duty period consisting of at least four (4) consecutive work hours but less than five (5) consecutive work hours; paid rest periods of twenty (20) minutes each are allowed for each duty period consisting of at least five (5) consecutive work hours.

10.5.2.1 The scheduling of rest periods is subject to the approval of the Immediate Management Supervisor. Use of rest periods shall be restricted to the reasonable vicinity of the workplace. Rest periods are not to exceed the specified length and, if not used, cannot be accumulated for credit. Rest periods shall not be taken during the first or last hour of the workday.

10.5.2.2 Rest periods are a part of the regular workday and shall be compensated at the Unit Member's regular rate of pay.

10.5.3 Meal periods and rest periods may not be accumulated. Meal periods and rest periods shall be taken during the period of each workday and duty period as specified, unless otherwise authorized by the Immediate Management Supervisor.

10.6 Overtime: Unit Members will be compensated for overtime according to the following provisions and in compliance with the Education Code and the Fair Labor Standards Act.

10.6.1 All overtime worked must have the prior approval of the Immediate Management Supervisor.

10.6.2 Except with respect to alternative workweek/workday schedules as provided in section 10.2.2., overtime is defined to include any authorized time worked in excess of eight (8) hours in any one day or on any one shift or in excess of forty (40) hours in a workweek, whether such hours are worked prior to the commencement of a regularly assigned starting time or subsequent to the assigned quitting time. For the purpose of computing the number of hours worked, all time during which a Unit Member is in paid status, including time excused from work because of holidays, sick leave, vacation, compensatory time off, or other paid leave of absence, shall be considered as time worked.

10.6.3 All hours worked beyond the workweek of five (5) consecutive days shall be compensated at the overtime rate commencing on the sixth and seventh day of work.

10.6.4 Overtime hours worked shall be compensated as compensatory time off at the rate of one and one-half (1-1/2) times the number of hours of overtime worked, or as payment at a rate equal to one and one-half (1-1/2) times the Unit Member's regular rate of pay, or as a combination of compensatory time off and payment, at the discretion of the Immediate Management Supervisor.

10.6.4.1 A Unit Member shall report all overtime worked during the pay period on the monthly time sheet.

10.6.4.2 Overtime worked will be compensated by compensatory time off unless payment is expressly authorized by the Immediate Management Supervisor and noted on the Unit Member's monthly time sheet.

10.6.5 Planned Available overtime shall be distributed and rotated as fairly and equally as is practical among qualified Unit Members serving in the same classification within each department. The District shall determine the qualification required for any given overtime assignment.

10.6.6 A Unit Member shall have the right to reject an offer or request for overtime, except in an emergency. However, a Unit Member may reject an offer or request where an emergency of a personal nature exists, except a civil defense emergency or a natural disaster.

10.7 Compensatory Time-Off

- 10.7.1 Compensatory time off shall be taken by the Unit Member within twelve (12) months following the month in which the overtime was worked and subject to the operational needs of the department.
- 10.7.1.1 All earned compensatory time in excess of fifty-four (54) ~~forty (40)~~ hours which is not used by June 30 of each year, will be paid out at the Unit Member's current rate of pay by September 30.
- 10.7.1.2 Unused compensatory time may not exceed 240 hours. When a Unit Member has accumulated 240 hours of compensatory time, any additional overtime worked shall be compensated by payment at a rate equal to one and one-half (1-1/2) times the Unit Member's regular rate of pay.
- 10.7.1.3 Compensatory time off shall be taken in increments of not less than fifteen (15) minutes.
- 10.7.2 Payment for Accumulated Compensatory Time Upon Termination: When a Unit Member is separated from employment with the District for any reason, including layoff, the Unit Member shall receive lump-sum payment for all accumulated and unused compensatory time. Payment shall be at the Unit Member's current regular rate of pay.

10.8 Shift Differential – Compensation: The District pays premium pay for shift work, calculated as a percentage of the Unit Member's base pay and longevity pay, as follows:

- 10.8.1 Swing Shift: A workday assignment which ends at or after 9:00 p.m. shall be compensated an additional five percent (5%).
- 10.8.2 Graveyard Shift: A workday assignment which ends at or after 1:30 a.m. shall be compensated an additional ten percent (10%).
- 10.8.3 To be eligible for shift differential compensation, a Unit Member must be permanently assigned to the shift and must work at least four days per week for at least four consecutive hours on the shift.

10.9 Call Back Time: A Unit Member who is called in to work on a day when the Unit Member is not scheduled to work or who is called back to work after having left the work site subsequent to completion of the Unit Member's regular assignment shall be compensated for at least two and one-half (2-1/2) hours of work at the overtime rate, irrespective of the actual time less than that required to be worked. The provisions of this section shall not apply where the Unit Member has been scheduled to work overtime in advance.

10.10 Standby: Standby time is off-duty time during which a Unit Member is required to be immediately available to be called to work. While on standby, the Unit Member shall remain available by telephone or other authorized means of communication and shall remain in such proximity to the work site that the Unit Member may reasonably report for duty as required by the Immediate Management Supervisor. A Unit Member on standby shall refrain from activities that may impair the Unit Member's ability to perform the assigned duties for which the Unit Member is on call.

- 10.10.1 All standby assignments must be authorized in advance by the Immediate Management Supervisor, in writing. It shall not be considered standby when a Unit Member is contacted and required to return to work, but has not been on standby status.
- 10.10.2 A Unit Member who is assigned to standby will be paid in the amount of ten (10) percent of the Unit Member's regular hourly rate of the actual and qualifying hours of standby time, regardless of whether the Unit Member is called to work. However, a Unit Member shall not be entitled to receive standby pay for any on-duty time for which the Unit Member is compensated. If a Unit Member is called to work while on standby, compensation for standby time will be computed from the starting time of the standby period until the Unit Member begins the work assignment.
- 10.10.3 Standby time may be scheduled in increments of not less than one (1) hour. A Unit Member shall report authorized compensable standby time on the monthly time sheet. A copy of the written authorization, as provided in section 10.10.1, shall be attached to the time sheet.
- 10.10.4 The provisions of section 10.6.2 notwithstanding, standby time shall not be considered time worked for the purpose of qualifying for overtime.

10.10.5 Standby assignments shall be distributed and rotated as equally as is practical among qualified Unit Members within each department. The District shall determine the qualification required for any given standby assignment.

10.10.6 The District reserves the right to assign any Unit Member to standby, except that a Unit Member may not be assigned to standby if another qualified Unit Member is available and volunteers for the assignment. A Unit Member shall not be assigned to standby during any period for which the Unit Member has been approved for vacation time or other authorized leave of absence.

10.11 Work on Holidays: ~~A Unit Member who is authorized to work on any day recognized as a holiday designated by this Agreement shall be provided with a substitute holiday within five (5) working days prior to, or after, the designated holiday. If the Immediate Management Supervisor is unable to schedule a substitute holiday due to the operational needs of the department,~~ The Unit Member shall be entitled to **regular pay and** Holiday compensation at double the regular rate of pay for hours assigned and worked.

10.12 Deduction in Pay: Unauthorized absences and tardies are subject to deduction in pay and may be cause for disciplinary action up to and including dismissal.

10.13 If the Immediate Management Supervisor makes changes to the Unit Member's signed monthly timesheet, the Unit Member shall be notified in writing by the Immediate Management Supervisor of the changes. ~~The employee Unit Member will be notified via the electronic time-keeping system.~~

ARTICLE 11

EMPLOYEE BENEFITS

ARTICLE 11 - EMPLOYEE BENEFITS shall remain unchanged and language to remain status quo, except as indicated below:

11.2.1 The District will pay the full cost of a District-approved hospitalization plan for the Unit Member.

Effective prospectively on the first day of the month following sixty (60) days after Ratification and North Orange County College District Board of Trustees approval, the District will contribute a maximum up to ~~11,359.32~~ **\$8,494.00** annually towards plus one dependent care medical premiums. Effective prospectively on the first day of the month following sixty (60) days after Ratification and North Orange County College District Board of Trustees approval, the District will contribute a maximum up to ~~\$18,174.84~~ **13,590.00** annually towards family plan medical premiums.

The Unit Member 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~~ **8,494.00** or ~~\$18,174.84~~ **13,590.00** effective January 202**63**, the District will increase the District contribution for employee plus one dependent and family for the 202**63** benefit year, not to exceed the 202**52**-202**63** funded COLA percentage.

If the Kaiser Other Southern California rate increases in excess of the January 202**74** District contribution amounts effective January 202**74**, the District will increase the District contribution for employee plus one and family for the 202**74** benefit year, not to exceed the 202**63**-202**74** funded COLA percentage.

ARTICLE 12

PROFESSIONAL GROWTH AND DEVELOPMENT PROGRAM

ARTICLE 12- PROFESSIONAL GROWTH AND DEVELOPMENT PROGRAM, shall remain unchanged except for the following amendments.

12.5 Kinds of Credit Allowed

12.5.1 Course work must be taken at an accredited community college, college, university, trade school or adult education program. This may include courses that are a part of any academic program, recognized certificate, credential, or license program in compliance with 12.4.1. above. Hours in adult education will be equated with units in college work; eighteen (18) hours of attendance and satisfactory completion equals one (1) unit.

12.5.2 All courses must receive a minimum of "C" grade to receive credit. If letter grades are not given for a course, a letter of satisfactory completion, signed by the instructor, is required.

12.5.3 All credit is figured in semester hours; quarter hours will be translated into semester hours.

12.5.4 "Credit by examination" units will not be allowed for Professional Growth and Development credit. 12.5.5 Coursework must be commenced and earned during the course of employment with the District as a Unit Member.

ARTICLE 13

HOLIDAYS

ARTICLE 13- HOLIDAYS, shall remain unchanged and language to remain status quo, except as indicated below:

- 13.1 Holiday Calendar: Unit Members shall be paid for the holidays listed below, provided they were in paid status during any portion of the working day immediately preceding or succeeding the holiday. Holidays shall be on the dates scheduled below, or on dates mutually agreed by CSEA and the District.
- | | |
|------------------------|--|
| New Year's Day | January 1 |
| Martin Luther King Day | Third Monday in January |
| <u>Lunar New Year</u> | <u>Date designated By the State of California as Lunar New Year</u> |
| Lincoln's Day | February 12 (or designated day) |
| President's Day | Third Monday in February |
| Cesar Chavez Day | <u>March 31</u> Effective 2017-2018 (day/method to be determined by the District) |
| Spring Vacation Day | Friday of the week of spring recess |
| Memorial Day | Last Monday in May |
| <u>Juneteenth</u> | <u>June 19</u> |
| Independence Day | July 4 |
| Labor Day | First Monday in September |
| Admission Day | Floating Holiday (used between Christmas and New Year's Eve) |
| Veteran's Day | November 11 (or designated day) |
| Thanksgiving Day | Thursday proclaimed by the President and the following Friday |
| Christmas Eve | December 24 |

Christmas Day December 25
New Year's Eve December 31

13.3 Holiday Pay Computation

13.3.1 Holidays for Unit Members employed full-time (100%) shall be compensated on the basis of an eight (8) hour workday at the Unit Member's rate of pay in effect at the time of the holiday unless otherwise delineated in Article 10 of this agreement.

13.3.2 Holiday compensation for Unit Members employed less than full-time shall be prorated by the percentage of employment.

13.3.3 When a ~~classified employee~~ Unit Member is required to work any holidays listed in this article; they shall be paid in accordance with the relevant sections of Article 10 of this agreement.

ARTICLE 14 - VACATION PLAN

ARTICLE 14- VACATION PLAN, shall remain unchanged except for the following amendment(s):

14.1 Paid Vacation: Vacations with pay will be granted to all Unit Members who have ~~earned but unused vacation accrual subject to the prior approval of the Immediate Management Supervisor, been employed for at least six (6) working months with the District. After completion of this six (6) month period,~~ vacation leave earned under the provisions of this Article shall be available to each Unit Member ~~subject to the prior approval of the immediate management supervisor.~~

14.1.1. Unit Members employed full-time (100%) shall earn vacation leave for each calendar month in which the Unit Member is in paid status for more than one-half (1/2) of the working days in the month, according to the following schedule:

VACATION ACCRUAL BASED ON FULL-TIME (100%) EMPLOYMENT								
Years of Service*	Hours Earned Per Month	TOTAL HOURS EARNED PER FISCAL YEAR						
		12-Month Position	11.5-Month Position	11-Month Position	10.5-Month Position	10-Month Position	9.5-Month Position	9-Month Position
1-4	8.00	96.00	92.00	88.00	84.00	80.00	76.00	72.00
**5-9	10.67	128.04	122.71	117.37	112.04	106.70	101.37	96.03
***10-14	13.33	159.96	153.30	146.63	139.97	133.30	126.64	119.97
**15-19	14.67	176.04	168.71	161.37	154.04	146.70	139.37	132.03
**20 +	16.00	192.00	184.00	176.00	168.00	160.00	152.00	144.00
*Years of service includes previous service with the District with no break in service longer than thirty-nine (39) months after permanency was achieved. The scheduled period of time off for a Unit Member who has less than a twelve (12) month assignment is not considered a break in service.								
**Longevity increases in the number of hours earned per month become effective on the Unit Member's anniversary date at the beginning of the fifth, tenth, fifteenth and twentieth years of service.								

14.1.3 Probationary Unit Members shall ~~not~~ be eligible to take ~~accrued vacation subject to IMS approval, until the first day of the pay period following completion of six (6) working months of employment with the District. However,~~ earned vacation for Probationary Unit Members shall not become a vested right until the Unit Member has completed six (6) working months of service. No payment for vacation accumulation shall be made to probationary Unit Members who separate from employment with the District prior to completion of six (6) working months of service.

14.3 Vacation Scheduling

14.3.1 Except as provided in Article 15 of this Agreement, requests for vacation leave must be submitted in writing and the use of vacation leave must be approved in advance by the Unit Member's Immediate Management Supervisor. A Unit Member who is absent without prior approval shall have deducted from his or her salary the appropriate amount for the period of absence.

~~14.3.1.1 The IMS will determine the method of submission for vacation requests. A standard vacation request form is included in this Agreement in Appendix (enter appendix Name).~~

14.3.2 Unit Members shall submit requests for vacation dates at the beginning of each fiscal year or another fixed date(s) designated by the Immediate Management Supervisor. However, nothing in this section shall preclude an employee from requesting and being granted vacation at any time.

~~14.3.2.1 Where a unit member submits additional vacation requests after the times designated in 14.3.2, the immediate management supervisor shall respond in writing no later than fifteen (15) working days unless the immediate management supervisor is on leave or away on district business. The immediate management supervisor's response time when a manager is on leave or away on district business will be extended by the same duration.~~

14.3.6 Excess Vacation Balances

When a Unit Member is notified that the Unit Member's accumulated vacation balance exceeds the maximum accumulation limit as provided in section 14.2 of this Article, the Unit Member shall submit, not later than September 30th of the fiscal year, a proposed vacation schedule for the use, by March 31st of the fiscal year, of the number of hours by which the vacation balance exceeds the maximum accumulation limit.

14.7 Notwithstanding any other provisions of this Article, the District shall have the right to pay a Unit Member for unused vacation, leave ~~at any time~~, pursuant to the provisions of ~~the collective bargaining agreement consistent with provisions of~~ Education Code section 88197.

final

Article 15
LEAVES

CSEA proposes status quo for the preceding language in this Article

- 15.1.2 **Supplemental Sick Leave:** In addition to regular sick leave, noncumulative sick days at half pay will be granted to all Unit Members. At the beginning of each fiscal year, the full amount of supplemental sick leave earned under this section shall be credited to each Unit Member. **Unit members may at their election use accrued vacation and compensatory time to supplement their supplemental sick leave to receive their regular full pay.**

15.1.2.1 Unit Members with fewer than twelve (12) accumulated regular sick days will be granted enough sick leave days at half pay to equal one hundred (100) days.

15.1.2.2 Unit Members with twelve (12) or more accumulated regular sick days will be granted eighty-eight (88) sick leave days at half pay.

15.1.2.3 For any use of supplemental sick leave, the Unit Member will be paid at half pay for any hours reported. The Unit Member will be deducted one day for each occurrence.

15.1.2.4 No supplemental sick leave days at half-pay will be allowed until a Unit Member has exhausted all regular sick leave to which the Unit Member is entitled.

15.1.2.5 Any use of supplemental sick leave shall require a Unit Member to submit to the Immediate Management Supervisor a physician's statement providing the anticipated duration of the leave, the anticipated date of return, and the signature of the physician.

15.1.3 **Reporting and Verification of Sick Leave**

15.1.3.1 All absences shall be deducted in one-half (1/2) hour increments.

15.1.3.2 In the event a Unit Member will be absent from duty due to illness, the Unit Member must **contact** call the Immediate Management Supervisor's office **as soon as possible, but not less than ten (10) minutes prior to the scheduled start in the manner prescribed by the IMS.** ~~as soon as possible, but not later than the scheduled~~ time the Unit Member would be required to report for duty. In the event that there is no answer, the Unit Member will **contact** call the designated department telephone number, or an assigned alternate telephone number, and leave a message. Unit Members who provide notification of the expected duration of their illness shall not be required to provide daily notification of their absence, unless the absence exceeds the previously stated duration.

15.1.3.3 A Unit Member who is absent for longer than five (5) consecutive working days using regular sick leave shall provide the District with a medical statement from a licensed physician establishing the validity of the absence. Such medical statement shall include (1) a statement verifying the Unit Member's illness or injury to justify the Unit Member's continued absence from work, and (2) statement certifying that the Unit Member is medically able to return to the Unit Member's assigned duties following the illness or injury which resulted in the absence, which shall be submitted to the Immediate Management Supervisor immediately upon return to service. The District reserves the right to request substantiation of any claim for sick leave days.

15.1.3.4 In the event a Unit Member will be absent from duty because of a scheduled medical or dental appointment, the Unit Member shall normally notify the Immediate Management Supervisor not less than two (2) working days in advance of the day and time of the appointment.

15.1.3.5 For an absence one (1) month or longer, a physician's statement will be required for each month of absence.

15.1.3.6 A Unit Member who is absent because of illness or injury shall report the absence on the monthly time sheet stating that such absence was due to illness or injury.

15.1.4 Exhaustion of Sick Leave: When all regular and supplemental sick leave have been exhausted and a Unit Member is not medically able to resume the duties of the position due to illness, the Unit Member may elect to resign, retire, or to request a leave of absence without pay for the period of time that a licensed physician verifies that the Unit Member is unable to work.

15.1.4.1 If, after exhaustion of all regular and supplemental sick leave and at the conclusion of any subsequently authorized unpaid leave of absence, the Unit Member is not medically able to assume the duties of the position, the Unit Member shall be placed on a reemployment list for a period of thirty-nine (39) months.

15.1.4.2 When available, during the 39-month period, the Unit Member will be offered reemployment in a vacant position in the classification of the Unit Member's previous assignment, on the basis of seniority, over all other qualified and available candidates except for Unit Members on a reemployment list established because of lack of work or lack of funds.

15.1.4.3 Prior to any reemployment, the Unit Member shall provide the District with a medical statement by a licensed physician certifying that the Unit Member is able to return to work and is medically able to perform the duties of the position.

15.1.4.4 A Unit Member who fails to accept an offer of reemployment and who is medically able to perform the duties of the position may be removed from the reemployment list.

15.1.5 Fitness for Duty: If there is reasonable doubt on the District's part about the ability of a Unit Member to perform duties because of medical reasons, the District may require a medical examination by a physician selected by the Unit Member from a list of three physicians provided by the District. The examination will be at District expense. Where a Unit Member is required to be absent from duty for such examination, the Unit Member shall be in fully paid status and shall suffer no loss of leave days. Where this article is invoked by the district, the District shall initiate an interactive process to determine if the employee is able to perform the essential functions of their classification with or without accommodations and determine what, if any, accommodations are requested. This shall not limit the Unit Member's right to obtain a second medical opinion from a California duly licensed physician of their own choosing at their own expense.

15.2 Personal Necessity and Family Illness Leave

15.2.1 Personal Necessity Leave: Each fiscal year, a Unit Member may use up to eight (8) seven (7) days of earned and available regular sick leave in cases of personal necessity. The time used shall be deducted from and shall not exceed available regular sick leave to which the Unit Member is entitled. Personal necessity leave may be taken in the case of a compelling circumstance which requires the Unit Member's absence from duty and which cannot be attended to outside of duty hours, including any of the following:

15.2.1.1 Death of a Unit Member's spouse or a member of the Unit Member's immediate family, as defined in section 15.11 of this Article, when additional leave is required beyond

the bereavement leave provided in section 15.11 of this Article.

15.2.1.2 Accident or unforeseen crisis of a serious nature involving the person or property of the Unit Member or of a member of the Unit Member's immediate family under circumstances the Unit Member cannot disregard, and which requires the attention of the Unit Member during the Unit Member's assigned hours of service.

15.2.1.3 Appearance of a Unit Member as a litigant or party in any court or administrative tribunal, or appearance of a Unit Member as a witness under subpoena or official governmental order, provided the Unit Member presents verification indicating each date of necessary attendance, if requested by the District.

15.2.1.4 The Unit Member shall make every effort to give advance notice, but not later than the usual time the Unit Member would be required to report for duty, of the use of personal necessity leave. If there is a conflict between the date(s) requested and the departmental workload, the Immediate Management Supervisor and the Unit Member will mutually agree upon a modification of the requested date(s) unless the Unit Member cannot modify the request.

15.2.1.5 Personal necessity leave may not be used for the pursuit of educational or business interests, including the pursuit of employment outside the District (including self-employment), or for vacation, or other recreational pursuits.

15.2.1.6 A Unit Member who is absent because of personal necessity shall report the absence on the monthly time sheet stating that such absence was due to personal necessity and setting forth, in general terms, the reasons for the leave, with appropriate consideration for personal privacy. The District may require the Unit Member to provide reasonable verification of the necessity.

15.2.2 Family Illness Leave: During each calendar year, a Unit Member may use earned and available regular sick leave to attend to the illness of a child, parent, or spouse of the Unit Member. For purposes of this section, "spouse" includes the domestic partner of a Unit Member as defined by section 297 of the California Family Code.

15.2.2.1 Full-time Unit Members who work twelve (12) months per year are allowed seven (7) ~~six (6)~~ days of family illness leave. Unit Members who work less than one hundred (100) percent or who work fewer than twelve (12) months per year are allowed a pro rata share of family illness leave days.

15.2.2.2 In the event a Unit Member is absent from duty due to illness of a family member, the Unit Member shall make every effort to notify the Unit Member's Immediate Management Supervisor as soon as possible, but not later than the usual time the Unit Member would be required to report for duty.

15.2.2.3 A Unit Member who is absent on family illness leave for more than five (5) consecutive working days shall provide the District with a medical statement signed by a licensed physician verifying the family member's illness. The District reserves the right to request substantiation of any claim for family illness leave.

15.2.2.4 A Unit Member who is absent due to illness of a family member shall report the absence on the monthly time sheet stating that such absence was due to illness of a child, parent, or spouse of the Unit Member.

15.3 Industrial Accident and Illness Leave

15.3.1 "Industrial accident or illness" as used in this section is defined as any accident or illness arising directly out of or during the course of employment with the District which necessitates a Unit Member's absence from work. The determination of whether an accident or illness constitutes an industrial accident or illness shall be made by the District and/or its administering agency, except when the Department of Industrial Relations determines otherwise.

- 15.3.2 A Unit Member shall immediately report any injury or illness arising out of and during the course of employment with the District to the Unit Member's Immediate Management Supervisor or authorized designee, or as soon as possible.
- 15.3.3 A permanent Unit Member who becomes disabled due to an industrial accident or illness shall be granted paid industrial accident or illness leave for the period of time the employee is unable to render service to the District, not to exceed sixty (60) working days in any one fiscal year for the same accident or illness, except when any industrial accident or illness occurs at a time when the full sixty (60) days will overlap into the next fiscal year, the Unit Member shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred, for the same illness or injury.
- 15.3.3.1 Eligibility for industrial accident and illness leave will continue for only such period as the Unit Member is qualified as temporarily disabled under the Worker's Compensation laws.
- 15.3.3.2 Industrial accident and illness leave shall not be accumulative from year to year, nor from one accident/illness to another.
- 15.3.3.3 Industrial accident and illness leave shall be used in lieu of entitlement to any other paid leave for which the Unit Member is eligible.
- 15.3.4 An absence resulting from an industrial accident or illness which has been duly reported by the Unit Member, supported by medical verification and approved by the District and/or its administering agency as qualified for Worker's Compensation is an absence payable under industrial illness and accident leave.
- 15.3.4.1 During the period of determination by the District and/or its administering agency, the payroll charge for the absence will be made to the Unit Member's sick leave account. If the claim is approved, an adjustment will then be made, restoring to the Unit Member the sick leave previously charged from the first (1st) day of absence and a charge made in lieu thereof to industrial accident and illness leave.
- 15.3.4.2 In the event the Unit Member does not have sick leave credit, appropriate payroll deductions will be made. If the claim is approved, reimbursement will then be made on the next available payroll.
- 15.3.4.3 Industrial illness and accident leave will commence on the first (1st) day of authorized absence. The amount of allowable leave shall be reduced by one (1) day for each day of authorized absence regardless of a compensation award made under Worker's Compensation.
- 15.3.5 In the event a Unit Member's absence due to industrial accident or illness extends beyond sixty (60) workdays, the Unit Member shall be permitted to use accumulated regular sick leave and supplemental sick leave.
- 15.3.5.1 The Unit Member may elect to augment supplemental sick leave with any compensatory time to which the Unit Member is entitled in order to provide a full day's salary. Upon exhaustion of all compensatory time, or if the Unit Member does not have any accrued compensatory time, the Unit Member may use earned vacation in conjunction with supplemental sick leave in order to receive a full day's salary.
- 15.3.5.2 If the Unit Member is receiving Worker's Compensation, the use of sick leave, compensatory time and vacation time, shall not, when added to the Worker's Compensation award, cause the Unit Member's compensation to exceed one hundred (100) percent of the Unit Member's regular daily salary.
- 15.3.6 When all industrial accident, regular sick leave, and supplemental sick leave, vacation, and compensatory time accrued benefits have been exhausted and a Unit Member is not medically able to resume the duties of the position due to illness, the Unit Member may elect

to resign, retire, request an unpaid leave of absence for the period of time that a licensed physician verifies that the Unit Member is unable to work, or be placed on a reemployment list for a period of thirty-nine (39) months.

15.3.6.1 When available, during the 39-month period, the Unit Member will be offered reemployment in a vacant position in the classification of the Unit Member's previous assignment, on the basis of seniority, over all other qualified and available candidates except for Unit Members on a reemployment list established because of lack of work or lack of funds.

15.3.6.2 Prior to any reemployment, the Unit Member shall provide the District with a medical statement by a licensed physician certifying that the Unit Member is medically able to perform the duties of the position.

15.3.6.3 A Unit Member who fails to accept an offer of reemployment and who is medically able to perform the duties of the position may be removed from the reemployment list.

15.3.7 A Unit Member who receives a temporary disability payment for industrial accident or illness under Worker's Compensation shall remit such payments to the District for any period of time while the Unit Member is on any paid disability leave.

15.3.8 The District may require a medical examination by a physician selected by the Unit Member from a list of three physicians provided by the District. The examination will be at District expense.

15.4 Pregnancy Disability Leave: A female Unit Member who is disabled due to pregnancy, childbirth or related conditions shall be granted an unpaid leave of absence for the period of time the Unit Member is medically unable to work, as certified by a licensed physician, for up to four (4) months.

15.4.1 The Unit Member shall provide the District with medical certification which specifies (1) the date on which the Unit Member became disabled because of pregnancy; (2) the probable duration of the period of disability, and (3) verification that due to disability, the Unit Member is unable to work or perform the essential functions of the Unit Member's position.

15.4.2 The Unit Member shall be required to use any accrued and available regular sick leave and supplemental sick leave concurrently with pregnancy disability leave before time off without pay. The Unit Member may elect to augment supplemental sick leave with any compensatory time to which the Unit Member is entitled, in order to provide a full day's salary. Upon exhaustion of all compensatory time, or if the Unit Member does not have any accrued compensatory time, the Unit Member may use earned vacation in conjunction with supplemental sick leave in order to receive a full day's salary.

15.4.3 After exhaustion of regular and supplemental sick leave, the Unit Member may elect to use any remaining accrued and available compensatory time concurrently with pregnancy disability leave to substitute for all or part of any leave that would otherwise be unpaid. Upon exhaustion of all compensatory time, or if the Unit Member does not have any accrued compensatory time, the Unit Member may use earned vacation to substitute for all or part of any leave that would otherwise be unpaid.

15.4.4 Prior to returning to service, the Unit Member shall provide the District with a medical statement from a licensed physician certifying that the Unit Member is able to return to work and is medically able to perform the duties of the position.

15.4.5 On an approved unpaid leave of absence, a Unit Member shall have the option to continue health and welfare coverage at the Unit Member's expense.

15.5 Family Medical Leave (FMLA/CFRA)

15.5.1 A Unit Member who has been employed by the District for more than one year shall be granted not more than twelve (12) weeks of unpaid family medical leave within a twelve (12) month period for the following reasons:

- 15.5.1.1 the birth of a child or to care for a newborn child of the Unit Member;
- 15.5.1.2 the placement of a child with the Unit Member in connection with the adoption or foster care of a child;
- 15.5.1.3 to care for a child, parent or spouse who has a serious health condition; or
- 15.5.1.4 because of the Unit Member's own serious health condition that makes the Unit Member unable to perform the essential functions of the Unit Member's position.
- 15.5.2 The Unit Member's health premium will be maintained by the District during approved family medical leave. If the Unit Member fails to return to work at the expiration of the family medical leave, the Unit Member shall reimburse the District for all health benefits paid during the family medical leave.
- 15.5.3 If the Unit Member's need for a family medical leave is foreseeable, the Unit Member must provide the District with reasonable advance notice.
- 15.5.4 A request for family leave for the Unit Member's serious health condition, or for family medical leave to care for a child, spouse, or parent who has a serious health condition, must be supported by a certification of the health care provider of the individual requiring the care.
- 15.5.5 Unused personal necessity leave, accrued compensatory time, sick leave, and earned vacation time in excess of the amount of vacation time earned by the Unit Member in one year must be applied to family medical leave time before time off without pay.
- 15.5.6 ~~In any case where Unit Members who are husband and wife are entitled to family medical leave, the aggregate number of weeks of leave to which both may be entitled may be limited to twelve (12) weeks, if leave is taken for the birth or placement for adoption or foster care of the Unit Members' child.~~ **FMLA entitles each eligible employee to take up to 12 workweeks of FMLA leave in a 12-month period for certain family and medical reasons. The FMLA also entitles each employee to take up to 26 workweeks of FMLA leave in a single 12-month period for military caregiver leave. However, under the FMLA, spouses who work for the same employer share the total number of workweeks of FMLA leave available for certain reasons.**
- 15.5.7 Rights and obligations which are not specifically set forth or defined herein are contained in the U.S. Department of Labor regulations implementing the Federal Family and Medical Leave Act (FMLA) and the California Fair Employment and Housing Commission regulations implementing the California Family Right Act (CFRA).
- 15.5.8 Except as otherwise provided by the specific terms of the Agreement, the District shall have and retain the right and authority to administer such leaves consistent with law, including the adoption of policies and procedures in furtherance thereof.
- 15.6 **Unpaid Personal Leave of Absence:** A permanent Unit Member may be granted an unpaid leave of absence for personal reasons including, but not limited to, personal health, family concerns, child rearing, adoption, and other personal matters for which there are no other leave provisions, or where other applicable leave provisions have been exhausted. An unpaid leave of absence shall not normally exceed six (6) calendar months and shall be subject to approval by the campus President/Provost, the Vice Chancellor of Human Resources or designee and the Board of Trustees.
 - 15.6.1 A request for an unpaid leave of absence shall be submitted in writing to the Immediate Management Supervisor, normally at least thirty (30) calendar days prior to the effective date of the requested leave. The request shall indicate the beginning and ending dates of the requested leave and the reasons for the request.
 - 15.6.2 The request, accompanied by the Immediate Management Supervisor's recommendation, shall be forwarded through established administrative channels. If the request is denied by the campus President/Provost, or in the case of the District Administrative Offices, by the

Chancellor or appropriate Chancellor's Staff administrator, the Unit Member may appeal the decision in writing to the Vice Chancellor of Human Resources. The decision of the Vice Chancellor or designee shall be final.

- 15.6.3 On an approved unpaid leave of absence, a Unit Member shall have the option to continue health and welfare coverage at the Unit Member's expense. The cost of coverage to the unit member is 102% of the costs of benefits. Cost of Benefits can be viewed by accessing at District Forms & Information – Employee Benefits – All Documents within the Employee Portal.

15.7 Paid Leave of Absence

15.7.1 Paternity Parental Leave

Effective January 1, 2017, as provided by Education Code Section 88196.1 employees shall be entitled to parental leave as set forth in this section. For purposes of this section, "parental leave" shall be defined as leave for reason of the birth of the employee's child, or the placement of a child with the employee for adoption or foster care. Employees shall be entitled to use accumulated sick leave for parental leave, for a period of up to twelve (12) work weeks. A paternity leave of absence, without pay, may be granted for a period not to exceed one (1) year. The request for such leave shall be submitted to the Office of Human Resources at least one (1) month prior to the date the leave is to commence.

A Unit Member may use up to thirty (30) work days of earned and accrued sick leave within one year of their child's birth. All absence will be deducted in full day increments. Verification of eligibility must be submitted to Human Resources by providing proof of birth, or placement of a child. Any leave taken under this section shall count against any entitlement to childbonding leave under CFRA and the aggregate amount of leave taken under this section and CFRA shall not exceed twelve (12) workweeks in any twelve (12) month period. Leave under this section shall be in addition to any leave taken for pregnancy or childbirth-related disability.

15.7.2 Adoption Leave

~~An adoption leave of absence, without pay, may be granted upon receipt of evidence of adoption, for a period of not to exceed one (1) semester. The request for such leave shall be submitted to the Office of Human Resources at least one (1) month prior to the date the leave is to commence.~~

~~A Unit Member may use up to thirty (30) work days of earned and accrued sick leave within the first year of legally adopting a child. All absences will be deducted in full day increments.~~

- 15.8 Professional Activity Leave: A Unit Member may request attendance at professional conferences and workshops or participation in other activities relevant to the Unit Member's assignment. Such request shall be submitted to the Immediate Management Supervisor for approval in accordance with established campus and District procedures. If approved by the Chancellor or designee, attendance shall be allowed with no loss in pay.
- 15.9 Jury Duty Leave: Jury duty leave shall be granted by the District pursuant to the provisions of the Education Code. This leave shall be granted with no loss in pay. Unit Members shall reimburse the District for payment received for jury duty in a manner prescribed by the District, and the District shall issue the Unit Member's normal paycheck. The Unit Member shall provide verification of the number of days of jury duty as provided by the court.
- 15.10 Military Leave: Unit Members may be eligible for a leave of absence, for up to thirty (30) work days with pay, for qualifying short-term military duty as required by National Guard or Reserve Units, and for extended leave, may take leave of absence without pay as defined in the Military and Veterans Code. Verification of eligibility must be submitted to the Office of Human Resources by providing military deployment orders, training orders, or other military document(s) ordering the Unit Member to report for duty.
- 15.11 Bereavement Leave

15.11.1 Five (5) days with pay are allowed for absences due to the death of the Unit Member's spouse, parent, or child. Five (5) days with pay are allowed due to the death of the parent or child of the Unit Member's spouse. Unit members may use bereavement on nonconsecutive days for up to 90 days after the death of the family members listed below.

15.11.2 Time may be taken as provided in section 15.11.1 for absences due to the death of members of the immediate family of the Unit Member or the Unit Member's spouse, interpreted to include the following:

15.11.2.1 Brother or sister of the Unit Member or the Unit Member's spouse;

15.11.2.2 Brother-in-law or sister-in-law of the Unit Member or the Unit Member's spouse;

15.11.2.3 Son-in-law or daughter-in-law of the Unit Member or the Unit Member's spouse;

15.11.2.4 Grandparent or grandchild of the Unit Member or the Unit Member's spouse;

15.11.2.5 Aunt or uncle of the Unit Member or the Unit Member's spouse;

15.11.2.6 Niece or nephew of the Unit Member or the Unit Member's spouse;

~~15.11.2.7 Any person living in the immediate household of the Unit Member.~~

For purposes of this section, "spouse" includes the domestic partner of a Unit Member as defined by section 297 of the California Family Code.

15.11.3 ~~Three (3) days with pay are allowed for absences due to the death of immediate family members specified in section 15.11.2 residing in or south of the following counties:~~

San Luis Obispo	Madera
Fresno	Tulare
Kings	Inyo

~~Five (5) days with pay are allowed for absences due to the death of immediate family members specified in section 15.11.2 residing out of state or residing in or north of the following counties:~~

Monterey	Mariposa
San Benito	Mono/Merced

15.11.13 No deduction shall be made from the salary of a Unit Member, nor shall such leave be deducted from leave otherwise granted under the Education Code, or as provided by the District. When requested by the District, verification of the need for bereavement leave will be provided by the Unit Member.

**All other language status quo.*

ARTICLE 16

RECRUITMENT, TRANSFER, AND PROMOTION

ARTICLE 16- RECRUITMENT, TRANSFER, AND PROMOTION, shall remain unchanged except for the following amendment(s):

16.1 Recruitment

16.1.1 Job Vacancy Announcements: The job announcement for a vacant position shall include the following:

- 16.1.1.1 the job title;
- 16.1.1.2 a description of the position and duties;
- 16.1.1.3 the minimum qualifications and desirable qualifications for the position;
- 16.1.1.4 the current job location, schedule and shift;
- 16.1.1.5 the percent of employment, months per year and salary;
- 16.1.1.6 a statement that the schedule and shift are subject to change in accordance with department needs.

16.1.2 Distribution of Job Vacancy Announcements: Vacant classified positions will be listed on the NOCCCD website Employment Opportunities page in the regular Employment Opportunity Bulletin and distributed by the District to all Unit Members. ~~Upon request, the District Office of Human Resources will provide a Unit Member with the job announcement. Where a Unit Member will be absent from duty for at least one workweek, the Unit Member may submit a written request to the District Office of Human Resources to receive job announcements of classified employment opportunities which arise during the Unit Member's absence. The request shall indicate the dates of the absence and shall include a self-addressed envelope for each week of absence.~~

16.2 Transfer:

16.2.1 Employee Initiated ~~Voluntary~~ Lateral Transfer: A Unit Member may be transferred to a position in the same classification or to a position in a classification in the same salary range for which the Unit Member is qualified, by request of the Unit Member, subject to the following provisions:

- 16.2.1.1 A Unit Member interested in a ~~voluntary~~ lateral transfer shall submit a Request for ~~Voluntary~~ Transfer Form (Appendix G) to the District Office of Human Resources via hard copy or email to hr@nocccd.edu. The Unit Member shall indicate on the form the classification(s), location(s) and division(s)/department(s) to which the Unit Member will accept a transfer.

- 16.2.1.2 In the event a position becomes vacant, Unit Members who have submitted a Request for ~~Voluntary~~ Transfer Form to the District Office of Human Resources will be considered for a transfer prior to the announcement of the vacancy.
- 16.2.1.3 When a vacancy in the requested classification becomes available, the District Office of Human Resources will notify the Unit Member. If interested in the position, the Unit Member shall complete a District application and submit it online to the District Office of Human Resources within five (5) working days after receipt of notification. The District Office of Human Resources will schedule an interview with the hiring Immediate Management Supervisor.
- 16.2.1.4 If the hiring Immediate Management Supervisor declines to select any of the transfer applicants, the position will be advertised in accordance with the regular recruitment and selection process. Application materials submitted by transfer applicants will be placed in the applicant pool unless withdrawn by request of the Unit Member.
- 16.2.1.5 The Request for ~~Voluntary~~ Transfer Form submitted by a Unit Member will be retained by the District Office of Human Resources and remain valid for one year from the date of submission or until the Unit Member is transferred to a requested position, whichever occurs first.
- 16.2.2 District Initiated ~~Involuntary~~ Lateral Transfer: The District may transfer a Unit Member to a position in the same classification, or to a position in a classification in the same salary range for which the Unit Member is qualified, to fulfill personnel needs or requirements because of vacancies, overstaffing, lack of work, lack of funds, nepotism, or when otherwise necessary to meet operational needs as determined by the District.
- 16.2.2.1 CSEA will be notified in writing of the transfer and will be allowed fifteen (15) working days to respond in writing or to meet with the Vice Chancellor of Human Resources or designee regarding the proposed transfer before the transfer is implemented.
- 16.2.2.2 Except in cases of emergency, the Unit Member who is to be transferred shall be provided with a minimum of twenty (20) working days' written notice before the transfer is implemented.
- 16.2.2.3 Where the transfer is based on the need for particular qualifications and skills, Unit Members in the department from which the transfer is to be made shall be considered for the transfer based on their individual qualifications and skills. If qualifications and skills are equal, as determined by the District, the selection shall be determined on the basis of lowest seniority.
- 16.2.3 For purposes of application of the provisions of section 16.2.1 Employee Initiated Lateral Transfer and section 16.2.2 District Initiated Lateral Transfer and promotions, where a Unit Member is "grandfathered" pursuant to the implementation of a the 2003 Classification Study with respect to the salary range for the position in which the Unit Member is an incumbent, the term grandfathered shall denote that

a grandfathered unit member's pay will not be increased in any manner until the grandfathered unit member's pay is below the new range that has been established by a classification study for the classification in which the unit member has been grandfathered. The classification and ranges will be those listed in "same salary range," as used in sections 16.2.1 and 16.2.2, means a salary range for a position as provided in the Classification Assignments listing (Appendix A), which is the same as the Unit Member's "grandfathered" salary range. The term "same salary range" means the salary range which is the same as the unit member's grandfathered salary range.

16.2.3

- 16.2.4 Short-Term Transfers~~Temporary Transfers~~: At the request of the Immediate Management Supervisor, a Unit Member may be temporarily transferred to a position of equal or higher range, which may include an increase in percent of employment, in order to substitute for a Unit Member, or to assist in a special work assignment.

16.2.4.1 All suitably qualified Unit Members in the department shall be considered for the short-term assignment based on necessary skills and qualifications, as determined by the Immediate Management Supervisor, provided that a Unit Member must possess the required qualifications for the assignment as specified in the official job description. Short-term assignments shall be distributed equitably among qualified Unit Members through rotation, on the basis of seniority.

16.2.4.2 During a short-term transfer, the Unit Member will receive the rate of pay of the temporary classification. If the transfer is to a classification at a higher salary range, step placement shall be in accordance with the provisions of section 16.3.1.

16.2.4.3 A short-term transfer pursuant to this section shall be for a period of not more than two ~~one~~ calendar years. At the conclusion of a Short Term Transfer the employee will be returned to the same District classification as previously employed.

~~16.2.4.4 A Unit Member shall have the right to refuse an offer or request for short-term transfer. Where a short-term transfer would result in a unit member working in a classification with a higher pay range, the unit member has the right to refuse the short term transfer.~~

- 16.2.5 Medical Transfers: The District shall give alternate work, when it is available, to a Unit Member who has become medically unable to satisfactorily perform the Unit Member's regular job classification duties. The alternate work may constitute an employee initiated or District initiated lateral transfer or ~~voluntary~~ transfer to a lower classification. The District may require a statement from a licensed physician certifying that the Unit Member is medically able to perform the duties of the alternate work.

16.3 Promotion

- 16.3.1 Salary Step Placement Upon Promotion: When a Unit Member is promoted to a position at a higher salary range as the result of applying and being selected for a vacant classified position, the Unit Member shall be placed on the first step of the salary range for the position which will grant a raise in the Unit Member's base salary

of at least one full step, except in most cases, the Unit Member shall not be placed on a higher step than presently held.

16.3.2 Career-Ladder Promotions from Trainee Positions: For training purposes, a position may be advertised and filled at a lower classification in the series than the established classification of the position. The establishment of a trainee position shall require the approval of the Vice Chancellor of Human Resources or designee. A Unit Member employed in a training position shall receive written goals, requirements and an established, justifiable time frame for completion of training. When the Unit Member is fully trained and able to function in the higher classification, the Immediate Management Supervisor shall recommend promotion to the established classification of the position. It is recommended that the promotion be effective within twelve (12) months after placing the Unit Member in the training position.

16.4 Increase in Percent Employed: The Immediate Management Supervisor may increase the percent of employment, within classification, of a Unit Member who is employed less than one hundred (100) percent if the increase is within the authorized staff allocation and approved by the appropriate Chief Executive Officer or designee.

16.4.1 Unit Members in the department shall be considered for the increase in percent of employment based on necessary skills and qualifications, as determined by the Immediate Management Supervisor, and if skills and qualifications are equal, the selection shall be determined on the basis of greatest seniority.

16.4.2 A Unit Member shall have the right to refuse an offer or request for an increase in percent of employment.

16.5 Custodial/Groundskeepers – Reassignment Within Classification: Site seniority lists in the custodian and groundskeeper classifications will be maintained. When a custodian or groundskeeper position becomes available due to a vacancy the vacant position, including the assignment, shift and shift differential, the reassignment will be based on necessary skills and qualifications, as determined by the Immediate Management Supervisor, and if skills and qualifications are equal, the selection shall be determined on the basis of greatest site seniority. ~~will be offered to the Unit Member on the site seniority list with the highest seniority who has demonstrated satisfactory job performance, as evidenced by no written progressive disciplinary actions or unsatisfactory evaluations within the last fiscal year.~~ For purposes of this section, the addition of a new custodian or groundskeeper position shall also constitute a vacancy.

16.5.1 Where the qualifications are deemed equal, if the Unit Member with the highest seniority declines reassignment to the vacant position, the next senior Unit Member will be offered the position, and so down the seniority list.

16.5.2 A custodian or groundskeeper who transfers to a vacant position as provided herein shall not be eligible for another such reassignment under this section for a period of one calendar year after the reassignment. The acceptance of a reassignment under this section shall not prevent a Unit Member from applying for a ~~voluntary~~ transfer as provided in section 16.2.1 or from accepting a short term transfer as provided in section 16.2.3.

16.6 Assignment of Relatives

16.6.1 Members of an immediate family may hold positions in the District.

ARTICLE 18

CLASSIFICATION AND RECLASSIFICATION

ARTICLE 18- CLASSIFICATION AND RECLASSIFICATION, shall remain unchanged and language to remain status quo, except as indicated below:

18.1 Placement in Classification and Job Series

18.1.1 The District shall have the right and responsibility to create and determine the job content, qualifications, duties, and standards of each position in the bargaining unit, and pursuant thereto, every bargaining unit position shall be placed in a classification and a job family series. The classification and job family series within the bargaining unit are listed in Appendix A, attached and incorporated by reference as part of this Agreement.

18.1.2 The following classifications require individual emphasis, based on the discipline or area of application:

Business analyst I & II [application]

Instructional Aide / [application]

Instructional Assistant / [application]

Laboratory Clerk / [application]

Laboratory Technician / [application]

Student Services Coordinator / [application]

Student Services Specialist / [application]

Student Services Technician / [application]

Each such specialized classification (e.g., Instructional Assistant/Biology; Instructional Assistant/Chemistry) shall be considered a separate and distinct classification for the purposes of the collective bargaining agreement, the California Education Code and the Educational Employment Relations Act but may be placed under the same job family series.

18.1.3 By mutual written agreement, CSEA and the District may remove classifications from within the bargaining unit. The duties of a former classification that has been removed from the bargaining unit shall no longer constitute work that is “customarily and routinely performed” by bargaining Unit Members within the meaning of the provisions of section 25.1 of Article 25 of this Agreement.

18.2 Distribution of Job Information: Upon initial employment and for each change in classification, the affected Unit Member shall be provided with the following:

18.2.1 a copy of the applicable job description and monthly salary rates for the position;

18.2.2 designation of the assigned work location;

18.2.3 designation of the assigned work shift, hours per day, days per week and months per year.

A second copy shall be signed, dated, and placed in the Unit Member’s personnel file.

18.3 New Classifications and Changes to Existing Classifications

18.3.1 The District may establish new classifications within the bargaining unit or change the classification of a position that becomes vacant, as needed to meet the operational needs of the District. Except as provided in section 18.3.2, when a new classification is created, or when an amendment to the job description of an existing classification is proposed, the District will provide written notice to the CSEA President or designee and propose a salary range. If CSEA does not agree with the proposed salary range, a written request to meet and negotiate on the salary proposal must be submitted by CSEA to the Vice Chancellor of Human Resources or designee within ten (10) working days of receipt of the notice.

18.3.2 Where the District proposes an amendment to the job description of an incumbent Unit Member and there is disagreement between CSEA and the District concerning the amendment, the District will meet with CSEA to negotiate the proposal. The provisions of this section shall not apply to any change in a Unit Member's job description or classification resulting from the classification review process as provided in section 18.4.

18.3.3 Salary Placement

18.3.3.1 When a position or classification of positions is reclassified to a higher salary range, the incumbent Unit Member(s) will be placed on the new assigned pay range and column of the appropriate reclassified position that provides at least four percent (4%) increase for the position in which the employee is reclassified. The Unit Member will continue to advance along the new assigned pay range until they reach the maximum step. remain on the same step and advance to the new assigned range. The Unit Member's anniversary date will remain the same.

18.3.3.2 When a position or classification of positions is classified to a lower salary range, the Unit Member(s) may elect to exercise bumping rights under the layoff and reemployment Article of this Agreement, or remain in the position, in which case the Unit Member's salary will be "Y- rated". The Unit Member's salary will not be decreased, but will be fixed at the present salary amount until the Unit Member's anniversary step, longevity step, or negotiated salary increase (based on the lower range) exceeds the "Y-rated" salary. If the classification to a lower range is effective simultaneously with the Unit Member's anniversary step, longevity step, or negotiated salary increase, the Unit Member will receive this increase based on the Unit Member's previous range and then the salary will be fixed as provided above.

18.3.3.3 Where the District proposes to classify the position of an incumbent Unit Member to a lower salary range, the District will meet with CSEA to negotiate the proposal.

18.3.4 Incumbent Rights: When a position or an entire classification of positions is reclassified, the incumbent(s) in the position(s) shall be entitled to serve in the new position(s). When a reclassification is required due to reorganization considerations, these changes will be implemented on the basis of a uniform process in accordance with Cal. Code Regs. Tit. 5, § 53021.

18.4 Classification Review

18.4.1 Basis for Classification Review: A permanent Unit Member may request a classification review of the Unit Member's position where the Unit Member believes that there has been a permanent accumulation of responsibilities that are above the level of the Unit Member's current classification.

18.4.1.1 The basis for a review shall be a significant, consistent and ongoing increase in job content, i.e., required knowledge, skills, abilities, responsibility, and accountability. The review evaluates job content only, not the person, and is not based on job performance, length of service, or other characteristics related to the Unit Member in the position.

18.4.1.2 Increased workload and normal increases in skills, experience, proficiency and adaptation to new technologies consistent with the duties of the classification in a position are not bases for classification review.

18.4.1.3 A Unit Member must have served in the ~~position~~ current classification for at least fourteen (14) six-calendar months before a request for classification review may be submitted.

~~7.1.1.1~~ 18.4.1.4 A Unit Member may not request a classification review for the same position within a twenty-four (24) month period unless the reclassification request was denied by the Classification Review Committee. ~~in consecutive window periods.~~

18.4.2 Classification Review Committee

18.4.2.1 The District Classification Review Committee shall evaluate all requests for classification review and shall submit recommendations to the Vice Chancellor of Human Resources for review and approval. Classification issues to be evaluated and recommended by the committee shall include, but not be limited to, job descriptions, qualifications, job titles, salary ranges, and assignment of positions within job family series. The committee shall determine the content and format of the *Request for Classification Review Form* and any other documents which may be necessary to perform its function.

18.4.2.2 The Classification Review Committee shall be comprised of the District Director, Human Resources Operations ~~Associate Vice Chancellor of Human Resources~~, two (2) members appointed by the Vice Chancellor of Human Resources, and three (3) Unit Members appointed by CSEA. The terms of the CSEA appointees shall be three (3) years, with the right of reappointment. The terms of the initial CSEA members appointed to the Committee shall be staggered for continuity in a manner mutually agreed by CSEA and the Vice Chancellor of Human Resources. The ~~Associate Vice Chancellor of~~ District Director, Human Resources Operations, shall serve as chair of the committee.

- 18.4.3 Classification Review Process: Requests for classification review may be submitted in the window periods of February 1 through February 28 March 1st through April 15th of each fiscal year. Requests not submitted within this period will not be considered. All requests shall be submitted on the *Request for Classification Review Form* available from the District Office of Human Resources.
- 18.4.3.1 The Classification Review Committee will evaluate each request for classification review based on the information submitted by the Unit Member in the *Request for Classification Review Form*.
- 18.4.3.1.1 ~~If the Unit Members who have applied for Classification Review will meet with the Classification Review Committee and provide the committee with a summary which delineates the basis for their request. has so requested on the Request for Classification Review Form, the Unit Member will be afforded the opportunity to meet with the committee to discuss/present their Request for Classification.~~
- 18.4.3.1.2 The committee may interview the Unit Member and/or the Immediate Management Supervisor, conduct a desk audit, and solicit such additional information as may be needed by the committee to clarify information provided on the *Request for Classification Review Form*.
- 18.4.3.1.3 The recommendations of the committee will be forwarded to the Vice Chancellor of Human Resources for review and approval. The committee chair will provide notice, including the names of all applicants, to CSEA Chapter #167 President or designee and committee members when committee recommendations are forwarded to the Vice Chancellor of Human Resources.
- 18.4.3.2 If the Vice Chancellor disagrees with the committee's recommendations, the Vice Chancellor will meet with the committee to discuss the issues prior to making a final determination and provide a written response to the committee.
- 18.4.3.3 Where the Vice Chancellor does not approve a recommendation for reclassification due to fiscal or organization reasons, the recommendation will be returned to the committee. The committee shall validate the performance of the out-of-classification duties and recommend any realignment of responsibilities necessary to conform with the Unit Member's existing classification.
- 18.4.3.4 The Vice Chancellor will provide notice of the final decision to the Unit Member and to CSEA Chapter #167 President or designee within Forty-five (45) sixty (60) working days after receipt of committee recommendations. This deadline may be extended for a length of time mutually agreed upon by CSEA and the Vice Chancellor of Human Resources.
- 18.4.3.5 The decision of the Vice Chancellor shall be final. The recommendation of the Classification Review Committee and the decision of the Vice Chancellor are not subject to the grievance process.

- 18.4.3.6 Approved classification changes shall become effective on the first day of the month following the window period during which the request for classification review was submitted.
- 18.4.3.7 Where a recommendation for reclassification is not approved as provided in section 18.4.3.3, the Unit Member shall be retroactively compensated for the performance of validated out-of- classification duties, effective from the first day of the month following the window period during which the request for classification review was submitted, through the date of decision by the Vice Chancellor and notification to the Unit Member.

~~18.5 — Implementation of 2003 Classification Study~~

- ~~18.5.1 CSEA and the District have implemented revised job descriptions and titles for each Unit Member and classification within the bargaining unit as recommended by the 2003 classification study. With the implementation of the revised job descriptions and job titles, all prior job descriptions and titles, and any prior side letters between the parties which may have affected the job description or title for any classification or Unit Member shall become null and void.~~
- ~~18.5.2 Upon implementation of the revised salary range for each classification and Unit Member, any prior agreements with respect to stipends or additional salary ranges which may have previously been awarded with respect to any classification or Unit Member for the performance of classified duties, shall be terminated. The revised salaries for Unit Members implemented pursuant to the classification study are predicated on the totality of the duties and responsibilities for each classification and are intended to constitute the complete compensation for the classification and Unit Member.~~
- ~~18.5.3 All Unit Members who were in a position that was retitled, reclassified, or eliminated will carry their seniority from their classification prior to the implementation of the classification study to the new classification.~~
- ~~18.5.4 Incumbents whose positions were recommended for a decrease in salary range placement will not be "Y rated" and will remain at the salary range and step for their classification prior to the implementation of the classification study. Incumbents will continue to receive the benefit of any negotiated salary increases and will continue to receive anniversary increments as provided in Article 9, section 9.6 of this Agreement.~~
- ~~18.5.5 When a position that was recommended for a decrease in salary range by the implementation of the classification study becomes vacant, the position will be filled at the recommended (decreased) range.~~

ARTICLE 19

UNIT MEMBER EVALUATION

ARTICLE 19- UNIT MEMBER EVALUATION, shall remain unchanged and language to remain status quo.

19.2 Evaluation of Probationary Unit Members

- 19.2.1 Probationary Unit Members are evaluated -at the end of ~~two (2) and four (4)~~ months of service, ~~eight months of service, and two weeks prior to the end of the twelve month during their probationary period.~~ At the discretion of the Immediate Management Supervisor, the supervisor may conduct a third evaluation after the fifth month.
- 19.2.2 The evaluation shall be made upon the Performance Evaluation Form for Probationary Unit Members (Appendix I).
- 19.2.3 The substantive findings of the District contained in the evaluation shall not be subject to review or appeal and shall not be grievable under the provisions of Article 22 of this Agreement.
- 19.2.4 Disposition of Evaluation Report Form: The final Evaluation Report Form shall be submitted electronically by the Immediate Management Supervisor through established administrative channels to the District Office of Human Resources and the Unit Member for inclusion in the Unit Member's personnel file.

** The District Proposes new evaluation form as presented during Negotiations.

ARTICLE 20

DISCIPLINARY ACTION

ARTICLE 20- DISCIPLINARY ACTION, shall remain unchanged and language to remain status quo, except as indicated below:

20.1 Suspension, Demotion, or Dismissal: Discipline shall be imposed upon Unit Members pursuant to this Article.

20.2 Definitions

20.2.1 "Disciplinary Action" includes any action whereby a Unit Member is deprived of any classification or any incident of any classification in which the Unit Member has permanence, including dismissal, suspension, demotion, ~~or any reassignment, without the Unit Member's voluntary consent, except a layoff for lack of work or lack of funds.~~ (See Education Code)

20.2.2 "Cause," relating to disciplinary actions against Unit Members, means those grounds for discipline or offenses enumerated in the law pertaining to community colleges or the written rules of the District. ~~No disciplinary action may be maintained for any cause other than as defined herein.~~

20.2.3 "Informal Corrective Measures" include verbal warnings, conferences, written warning notices, evaluations, and Performance Improvement Plans, ~~and the like,~~ An informal corrective measure does not deprive a Unit Member an incident of classification, but may lead to disciplinary action, as defined in this Article.

20.3 Causes for Disciplinary Action: The following causes shall be grounds for disciplinary action:

- 20.3.1 Incompetency or inefficiency in the performance of assigned duties, inattention to or dereliction of duty, lack of ability, or failure to perform assigned duties in a satisfactory manner.
- 20.3.2 Possession of unauthorized, dangerous and/or deadly weapons on District property.
- 20.3.3 Insubordination – refusal to obey a legal and reasonable order of a line management supervisor, or any authorized Administrator in the established reporting structure including refusal to do assigned work.
- 20.3.4 Dishonesty affecting the institution or District, including but not limited to, theft or unauthorized personal use of District property, knowingly failing to disclose material facts regarding criminal convictions, knowingly providing false or misleading information on application forms and employment records concerning material matters or knowingly falsifying any other institutional or District records.
- 20.3.5 Negligence in the care or use of District property.
- 20.3.6 Use, possession, or being under the influence of alcohol or illegal drugs as defined by law while on duty. Use or possession of alcohol or illegal drugs as defined by law on District sites. Any sex or narcotics offense requiring mandatory suspension as specified by law pertaining to community colleges.
- 20.3.7 Conviction of a sex or narcotics offense as defined by the relevant provisions of the Education Code or conviction of a crime involving moral turpitude.
- 20.3.8 Evident unfitness for service.
- 20.3.9 Repeated and unexcused tardiness in reporting to work at assigned time. Using sick leave or industrial accident/illness leave while working elsewhere.
- 20.3.10 Unexcused absence, abuse of sick leave, or absence without notification, or unauthorized departure from the job during assigned work hours.
- 20.3.11 Abandonment of position, including failure to return to duty upon expiration of any authorized leave of absence, or absence of five (5) consecutive working days without prior notification and/or permission, or failure to provide the District with a valid or acceptable reason for absence as required in Article 15.
- 20.3.12 Inability to perform assigned duties due to failure to meet job qualifications, including but not limited to, legal inability or physical inability such as failure to maintain a license or other certification that is required for the job, inability of the District to provide liability insurance due to the wrongful action of the employee, or failure to meet physical examination requirements.
- 20.3.13 Persistent violation of the Education Code or of rules, regulations or procedures applicable to the Unit Member; violation or refusal to obey safety rules and regulations made applicable to community colleges by the Board of Trustees or the laws and regulations of the state or federal government; failure to report for health or X-ray examination, including tuberculosis screening, after due notice.
- 20.3.14 Sexual or racial harassment and/or unlawful discrimination against a subordinate, student or fellow employee.
- 20.3.15 Sleeping during assigned work hours.

20.3.16 Offensive or abusive conduct or language toward other employees, students or the public; conduct that threatens the welfare and/or the property of the students or employees of the District, including the employee involved in the conduct.

20.3.17 Violation or abuse of the release time provisions of this Agreement.

20.3.18 A breach of this Agreement.

20.7.2 Right to Request Hearing: The Unit Member may request a hearing on the charges by submitting a properly signed and dated "Request For Hearing" Form to the Vice Chancellor of Human Resources or designee not later than ten (10) working days after service of the Notice of Disciplinary Action upon the Unit Member. Failure of the Unit Member to submit a "Request For Hearing" Form as prescribed herein shall constitute a waiver of the employee's right to a hearing and the Board of Trustees may act upon the charge(s) without further notice. Nothing in this section shall prevent a Unit Member from requesting a hearing and obtaining a representation. If the Unit Member requests CSEA representation, CSEA has the right to decline to represent a Unit Member at any time.

~~20.7.3 Hearing Procedures~~ 20.7.3 Due Process

~~20.7.3.1 Hearing for Suspension Without Pay of Five Days or Less~~ 2.7.3.1. Due Process for a Recommended Suspension Without Pay of Five Days or Less

~~20.7.3.1.1 Where the Unit Member has requested a hearing in accordance with section 20.7.2 and the proposed disciplinary action is for suspension without pay of five (5) working days or less, the hearing shall be before the District Chancellor or designee. The Chancellor or designee who conducts the hearing shall not have served as the Skelly officer in the matter. The District shall notify the Unit Member of the date and time, and place where the hearing will be held. The Unit Member shall be given at least ten (10) working days after notification of the hearing date to prepare for the hearing. The employee may elect to be represented by CSEA or the employee may elect to represent himself/herself.~~

20.7.3.1.1 In the event a suspension is recommended for five workdays or less, due process will be provided. Upon receipt of the Notice of Proposed Disciplinary Action and Statement of Charges ("Notice"), the Unit Member will be offered an in-person "Skelly" meeting. Pursuant to Article 20.6 of the CSEA Agreement, the Unit Member has a right to respond to the Charges in the Notice either orally in an in-person Skelly meeting or in writing no later than ten (10) working days after receipt of the Skelly meeting invitation.

~~20.7.3.1.2 The hearing shall be informal and the employee shall have the opportunity to present to the Chancellor or designee any relevant evidence in the form of a narrative presentation or documents relative to the charge(s). The Chancellor or designee will consider all relevant evidence, including testimony by witnesses for the employee and for the District. Both parties will have the opportunity to confront and question all witnesses who testify, and to question all evidence presented.~~

20.7.3.1.2 If the Unit Member does not request an in-person Skelly meeting, the Unit Member may provide a written response as to why they should not receive the recommended discipline. The written response must be received by the Human Resources Department by close of business on the tenth (10th) working day following the notice of the Skelly meeting. Failure to appear at the in-person Skelly meeting, or failure to submit a written response by the tenth (10th) working days will result in a waiver of the opportunity to have the Skelly meeting.

20.7.3.1.3 The Associate Vice Chancellor of Human Resources, or the designee named by the Vice Chancellor of Human Resources will serve as the Skelly Officer. At the Skelly meeting, the Unit Member will

be provided the opportunity to make any representations or to provide any information that is relevant to the proposed disciplinary action. During the Skelly, the Unit Member has the right to have a CSEA representative present with them during the Skelly or a representative of their own choosing.

~~20.7.3.1.3 The Chancellor or designee shall, within ten (10) working days from the date of the conclusion of the hearing, render a recommended decision as to whether the proposed disciplinary action shall be imposed, and if not, whether lesser disciplinary action shall be imposed, and shall thereafter give the Unit Member written notice of the decision and the reasons therefore. The Chancellor or designee shall prepare findings of fact and conclusions that constitute the results of the hearing and form a basis for the decision of the Board of Trustees. If the Unit Member is represented by CSEA in the hearing, CSEA shall have the right to submit a concluding written statement, which shall be attached to the decision and findings of the Chancellor or designee, provided the statement is submitted to the Chancellor or designee not later than five (5) working days following CSEA's receipt of the decision and findings.~~

~~20.7.3.1.4 Decision on Proposed Disciplinary Action: The Board of Trustees may amend, modify, or revoke the recommended disciplinary action, provided the Board may not impose a disciplinary action more severe than that proposed in the Notice of Disciplinary Action.~~

20.7.3.1.4 After the Skelly meeting, or timely receipt of a written response, the Associate Vice Chancellor, Human Resources or the Vice Chancellor's designee will make a written determination. The determination can sustain, modify, or overturn the recommended discipline.

~~20.7.3.1.5 Decision of Board of Trustees: The Board's determination of the sufficiency of the cause for disciplinary action shall be conclusive in all cases and the decision of the Board of Trustees shall be final and binding on all parties.~~

20.7.3.1.5 Appeal of the Skelly Meeting Determination

20.7.3.1.5.1 If the Unit Member disagrees with the Skelly meeting determination, the Unit Member may file an appeal with the Vice Chancellor, Human Resources. The appeal must be filed within eight (8) working days after the date of the Skelly meeting determination. If no appeal is filed, the Vice Chancellor or designee may impose the written determination from the written determination based upon the Skelly meeting.

20.7.3.1.5.2 If the Unit Member files a timely appeal of the Skelly meeting determination, the Vice Chancellor or designee will process the appeal. The appeal will consist of a review of the Skelly meeting written determination, a review of any supporting documents including written witness statements signed by the witness declaring the information in the written witness statement as true and accurate to the best of the witness' knowledge, and a meeting with the Unit Member and their representative. Also present at the meeting will be a note transcriber or a digital recording to assist the Vice Chancellor or designee.

20.7.3.1.5.3 The appeal meeting with the Unit Member will be scheduled for no more than three (3) hours during the Unit Members workday. The Vice Chancellor or designee, the Unit Member, or their representative may extend the appeal meeting, if warranted, by mutual agreement of all parties. After the appeal meeting, the Vice Chancellor or designee will render a final written appeal determination within 30 calendar days. The written appeal determination of the sufficiency of the cause for disciplinary action shall be conclusive in all cases and the decision of the Vice Chancellor or designee shall be final and binding on all parties.

~~20.7.3.2~~

20.7.3.2 Hearing for Suspension Without Pay ~~of More than for Six Days or More, Five Days, Demotion or Dismissal~~

20.7.3.2.1 Where the Unit Member has requested a hearing in accordance with section 20.7.2 and the proposed disciplinary action is for suspension without pay of six days or more, more than five

~~(5) working days, or~~ for demotion or dismissal, the Board of Trustees may conduct the hearing or elect to have a hearing officer conduct the hearing.

20.8 Informal Corrective Measures and Progressive Discipline: Except in those situations where the nature or seriousness of a Unit Member's conduct warrants immediate disciplinary action or where the application of informal corrective measures and/or progressive discipline would likely be futile or cause undue delay to the detriment of the District, a permanent Unit Member whose work or conduct is of such character as to incur discipline shall first be specifically warned verbally and if the unsatisfactory work or conduct continues, shall be warned in writing by the Immediate Management Supervisor. Such written warning shall state the reasons underlying any intention the District may have for recommending future disciplinary action.

ARTICLE 21

LAYOFF AND REEMPLOYMENT

ARTICLE 21- LAYOFF AND REEMPLOYMENT, shall remain unchanged and language to remain status quo, except as indicated below.

21.1 Reason for Layoff: Layoff shall occur only for lack of work or lack of funds in accordance with the Education Code. While the District shall have the right to lay off classified positions for the reasons listed above, CSEA shall retain the right to negotiate the effects of layoff. The District and CSEA shall meet sufficiently in advance of any notice of layoff to Unit Members to negotiate the effects of the proposed layoffs and determine the order of layoff within the provisions of this Article.

21.1.1 A Unit Member may not be laid off if a short-term employee is retained to render a service within the department that the Unit Member is qualified to render.

21.1.2 The provisions of section 21.1.1 shall not apply to the retention of a short-term employee, as defined in Education Code 88003, who is hired for a period not exceed 45 days after which the short-term service may not be extended or renewed.

21.2 Notice of Layoff: Upon the decision of the District to eliminate or reduce a classified position(s) within the bargaining unit, written notice of layoff shall be sent by registered mail or delivered in person to the affected Unit Member(s) by the District Office of Human Resources, not less than sixty (60) calendar days prior to the effective date of layoff. A copy of each notice will be sent to the CSEA President. Failure to give written notice under the provisions of this section shall invalidate the layoff. The District will comply with California Education Code §88017 including the March 15 notice requirement. When classified positions must be eliminated as a result of the expiration of a specially funded program, the employees to be laid off shall be given written notice not less than 60 days prior to the effective date of their layoff. Any notice of layoff shall specify the following:

ARTICLE 22

GRIEVANCE PROCEDURE

ARTICLE 22- GRIEVANCE PROCEDURE, shall remain unchanged and language to remain status quo.

22.7 Grievance Forms: Grievance forms shall be furnished by the District and are included in this Agreement in appendices J-1, J-2, and J-3. The completed grievance form must include, but is not limited to the following information:

ARTICLE 25

RESTRICTION ON CONTRACTING OUT

ARTICLE 25- RESTRICTION ON CONTRACTING OUT shall remain unchanged and language to remain status quo, except as indicated below.

- 25.1 Restriction on Contracting Out: During the life of this Agreement, the District agrees that it will not contract out work which has been customarily and routinely performed or is performed by Unit Members which will result in the reduction in regular hours or wages of Unit Members, or which will result in the loss of employment or layoff of Unit Members except by mutual agreement between the Board of Trustees and CSEA.
- 25.2 The California School Employees Association and its NOCCCD Chapter #167 and the North Orange County Community College District mutually agree to contract out the hourly services required in the Disabled Student Centers and EOPS Centers for specially-trained assistants in the areas of interpreters and readers. In addition, the District may contract out the hourly services required to provide tutoring services for students. These services are needed on an assignment basis, depending on the student needs.
- 25.3 The California School Employees Association and its NOCCCD Chapter #167 and the North Orange County Community College District mutually agree that the District may contract out for the provision of food services within the District. The District may, in so contracting, secure the full range of facilities, food products and services offered by a vendor. Persons employed by any vendor with whom the District may contract shall be deemed employees of the vendor, as an independent contractor, and shall be subject to such terms and conditions of employment as may be established by the vendor. In no event will employees of a vendor be considered employees of the District nor will the vendor, or employees of the vendor, be subject to the provisions of the collective bargaining agreement between CSEA and the District.
- 25.4 The California School Employees Association and its NOCCCD Chapter #167 and the North Orange County Community College District mutually agree that the District shall have the right to contract out for the provision of swimming pool maintenance services within the District. The District may, in so contracting, secure the full range of pool maintenance services as deemed necessary by the District, including adjusting, repairing and maintaining pools, pool equipment, pool machinery, and pool-related surrounding facilities (e.g., pool deck, pump room, chemical room).
 - 25.4.1 CSEA and the District further agree that persons employed by any vendor with whom the District may contract shall be deemed employees of that vendor, as an independent contractor, and shall be subject to such terms and conditions of employment as may be established by the vendor. In no event will employees of a vendor be considered employees of the District nor will the vendor, or employees of the vendor, be subject to the provisions of the collective bargaining agreement between CSEA and the District.
 - 25.4.2 The District may, at its option, elect to contract out for some swimming pool maintenance services and have some swimming pool maintenance services performed within the Pool Mechanic classification,

or other appropriate classification, by Unit Members. However, the District shall retain the right, at any time, to discontinue swimming pool maintenance services performed by Unit Members and contract out for the full range of swimming pool maintenance services.

ARTICLE 26

NEGOTIATIONS

ARTICLE 26- NEGOTIATIONS, shall remain unchanged and language to remain status quo, except as indicated below.

- 26.1 Notification and Public Notice: If either party desires to alter or amend this Agreement, it shall, at least ninety (90) calendar days prior to the termination date set forth under the Duration Article and no later than October 31st, provide written notice and a proposal to the other party of said desire and the nature of the amendments and cause the public notice provision of law to be fulfilled.
- 26.2 Commencement of Negotiations: Negotiations shall commence within ten (10) working days of satisfaction of the public notice requirements. Negotiations shall commence at a mutually acceptable time and place for the purpose of considering changes to this Agreement.
- 26.2.1 The initial meeting will be used to calendar negotiations sessions and to determine the ground rules to be used.
- 26.2.2 The District and CSEA currently recognize the Interest Based Bargaining process as a useful and constructive tool for negotiations. It is suggested by both parties that the Interest Based Bargaining process be used for negotiations whenever it is practical. (See CSEA/NOCCCD Interest Based Bargaining Handbook. The intent of the Handbook is to serve as a general framework for addressing the Interest Based Bargaining process; the provisions in the Handbook are not negotiated contractual procedures and are not subject to grievance under this Agreement.)
- 26.3 Impasse: If notice has been given in accordance with the preceding sections and the parties have not been able to agree upon terms of a new Agreement, either party may institute impasse procedures according to Chapter 10.7, Article 9, section 3548 of the Government Code. Once impasse procedures have been invoked, this Agreement shall remain in full force and effect until the conclusion of the impasse process.
- 26.4 Release Time for Negotiations
- 26.4.1 CSEA shall have the right to designate up to five (5) Unit Members and one (1) alternate who shall be allowed to attend, without loss of compensation, scheduled meetings with designated representatives of the District to meet and confer on matters within the scope of representation. This release time shall include a reasonable amount of travel time to and from such meetings when they are conducted at a location other than a Unit Member's work location.
- 26.4.2 The designated members of the CSEA negotiating team shall be granted up to twenty (20) minutes of time for negotiations preparation for every one (1) hour of scheduled meeting time with designated representatives of the District, to be used at the beginning of each scheduled meeting.
- 26.4.3 CSEA shall notify the Vice Chancellor of Human Resources in writing of the names of the designated members of the negotiating team. If a change in designated negotiating team members is made, CSEA shall notify the Vice Chancellor of Human Resources in writing within five (5) working days of such change.
- 26.4.4 The Vice Chancellor of Human Resources or designee shall notify the appropriate Immediate Management Supervisors of the names of the designated CSEA negotiating team members and shall provide to them, as soon as available, a schedule of the dates and times of scheduled negotiations meetings. If a scheduled negotiations meeting is canceled by either CSEA or the District, or if a change in the dates and times of scheduled negotiations meetings is made, CSEA negotiating team members will promptly notify their Immediate Management Supervisors. A copy of the aforementioned schedule shall be provided to each member of the CSEA negotiating team.

26.4.5 CSEA negotiating team members shall specify, on their monthly time sheets, the dates and times of release time taken for participation in negotiations pursuant to the provisions of this Article.

26.5 Reopener Clause: CSEA ~~NOCCCD~~ Chapter 167 or the District shall have the right to reopen this Agreement on matters pertaining to wages and health and welfare benefits and any one other Article by giving written notice in each year prior to June 30. Negotiations shall commence under this section within ten (10) working days after fulfillment of the public notice requirements. The terms and conditions of this Agreement will remain in full force and effect during such negotiations. By mutual agreement, time-lines may be modified to accommodate the negotiations process.

26.5.1 Reopener Clause: CSEA ~~NOCCCD~~ Chapter 167 or the District shall have the right to reopen this Agreement on matters pertaining to wages and health and welfare benefits and any one other Article by giving written notice in each year prior to ~~October 31~~ April 1. Negotiations shall commence under this section within ten (10) working days after fulfillment of the public notice requirements. The terms and conditions of this Agreement will remain in full force and effect during such negotiations. By mutual agreement, time lines may be modified to accommodation the negotiations process.

26.6 Retroactive Salary Increases: When retroactive salary increases are negotiated, the increase in salary will be applicable to all Unit Members who are in paid status on the date the retroactive increase is approved by the Board of Trustees.

26.6.1 Unit Members who retire from the District or are laid off on or after the date the retroactive increase is approved by the Board of Trustees will also receive this salary increase.

26.6.2 Unit Member placed on the 39-month reemployment list or granted an unpaid leave of absence on or after the date the retroactive increase is approved by the Board of Trustees will also receive this salary increase.

26.6.3 Unit Members granted a military leave for the performance of military service in a uniformed service, whether such leave is paid or unpaid by the District, and provided the Unit Member is an employee of the District on the date the retroactive increase is approved by the Board of Trustees, will also receive this salary increase.

26.7 Ratification of Additions or Changes: Any additions or changes in this Agreement shall not be effective unless reduced to writing and properly ratified and signed by both parties.

26.8 Agreement of Parties: This Agreement contains the agreement of the parties as to all existing matters. This Agreement terminates and supersedes all past agreements, memoranda of understanding, past practices, and procedures in conflict with the express terms of this Agreement. Nothing contained herein shall be interpreted as precluding the right of CSEA and the District to mutually agree in writing to negotiate on matters which develop after entering into this Agreement.

ARTICLE 28 DURATION

ARTICLE 28 - Duration, shall remain unchanged and language to remain status quo, except as indicated below

28.1 Length of Agreement: This Agreement shall become effective ~~July 1, 2024~~ ~~October 12, 2024~~. This Agreement shall cover the 202~~41~~- 202~~52~~, 202~~52~~-202~~63~~ and 202~~63~~-202~~74~~ academic years, and shall continue in affect to and including June 30, 202~~74~~.

28.2 Negotiations for the 202~~41~~-202~~52~~, 202~~52~~-202~~63~~ and 202~~63~~-202~~74~~ academic years are closed; however, CSEA and the District maintain the right to open ~~one-two (24)~~ non-monetary ~~article/articles~~ in 202~~53~~-202~~64~~.

California School Employees Association
and its NOCCCD Chapter #167

Elaine Loayza 6/30/25
Date
President, CSEA NOCCCD Chapter #167

Pamela Spence 6/30/25
Date
Past President, CSEA NOCCCD Chapter #167

Emma Lopez 30 June 2025
Date
CSEA Senior Labor Relations Representative

Chris Caccavo 6/30/25
Date
CSEA Negotiating Team

Angela Haugh 6/30/25
Date
CSEA Negotiating Team

Amy Shrack 6/30/25
Date
CSEA Negotiating Team

North Orange County Community College District

Julie Kossick 6/30/25
Date
Associate Vice Chancellor, Human Resources

Phil Fleming _____
Date
NOCCCD Negotiating Team

Khaoi Mady 6/30/25
Date
NOCCCD Negotiating Team

AnnMarie Ruelas _____
Date
NOCCCD Negotiating Team

Martha Turner _____
Date
NOCCCD Negotiating Team

Dani Wilson _____
Date
NOCCCD Negotiating Team

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	<u>\$ 207,674,510.00</u>
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	<u>\$ 174,202,602.16</u>	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	<u>272,798,237.00</u>	<--this becomes new base in 2026-2027
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		Increase to Salary
	Revenues in Excess of	One-Time Payment	Schedule
	\$262,433,892		
CSEA	15.91%	\$ 1,649,170.68	3.39%
Other Employee Groups	41.06%	<u>4,255,859.74</u>	
	56.97%	\$ 5,905,030.43	

One-Time Payment	\$ 1,649,170.68	
Number of Classified***	720.68	
One-Time Payment for each Classified	\$ 2,288.35	example

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

**NORTH ORANGE COUNTY COMMUNITY COLLEGE
DISTRICT CLASSIFIED MONTHLY SALARY SCHEDULE
EFFECTIVE August 1, 2025**

STEP RANGE	A	B	C	D	E	RANGE
14	3,321	3,482	3,644	3,803	3,974	14
15	3,396	3,565	3,730	3,880	4,086	15
16	3,482	3,644	3,803	3,974	4,177	16
17	3,565	3,730	3,880	4,086	4,270	17
18	3,644	3,803	3,974	4,177	4,369	18
19	3,730	3,880	4,086	4,270	4,462	19
20	3,803	3,974	4,177	4,369	4,563	20
21	3,880	4,086	4,270	4,462	4,673	21
22	3,974	4,177	4,369	4,563	4,774	22
23	4,086	4,270	4,462	4,673	4,881	23
24	4,177	4,369	4,563	4,774	4,995	24
25	4,270	4,462	4,673	4,881	5,120	25
26	4,369	4,563	4,774	4,995	5,241	26
27	4,462	4,673	4,881	5,120	5,366	27
28	4,563	4,774	4,995	5,241	5,491	28
29	4,673	4,881	5,120	5,366	5,625	29
30	4,774	4,995	5,241	5,491	5,744	30
31	4,881	5,120	5,366	5,625	5,875	31
32	4,995	5,241	5,491	5,744	6,012	32
33	5,120	5,366	5,625	5,875	6,154	33
34	5,241	5,491	5,744	6,012	6,299	34
35	5,366	5,625	5,875	6,154	6,451	35
36	5,491	5,744	6,012	6,299	6,617	36
37	5,625	5,875	6,154	6,451	6,769	37
38	5,744	6,012	6,299	6,617	6,930	38
39	5,875	6,154	6,451	6,769	7,092	39
40	6,012	6,299	6,617	6,930	7,255	40
41	6,154	6,451	6,769	7,092	7,430	41
42	6,299	6,617	6,930	7,255	7,610	42
43	6,451	6,769	7,092	7,430	7,802	43
44	6,617	6,930	7,255	7,610	7,985	44
45	6,769	7,092	7,430	7,802	8,173	45
46	6,930	7,255	7,610	7,985	8,372	46
47	7,092	7,430	7,802	8,173	8,567	47
48	7,255	7,610	7,985	8,372	8,784	48
49	7,430	7,802	8,173	8,567	8,989	49
50	7,610	7,985	8,372	8,784	9,210	50
51	7,802	8,173	8,567	8,989	9,423	51
52	7,985	8,372	8,784	9,210	9,654	52
53	8,173	8,567	8,989	9,423	9,881	53
54	8,372	8,784	9,210	9,654	10,124	54
55	8,567	8,989	9,423	9,881	10,371	55
56	8,784	9,210	9,654	10,124	10,623	56
57	8,989	9,423	9,881	10,371	10,876	57
58	9,210	9,654	10,124	10,623	11,144	58
59	9,423	9,881	10,371	10,876	11,411	59
60	9,654	10,124	10,623	11,144	11,693	60
68	11,671	12,247	12,849	13,481	14,148	68

Premium Pay:	Swing Shift - 5% premium pay	
	Graveyard Shift - 10% premium pay	
	Five years of continuous service	----- 5% of present step
	Ten years of continuous service	----- 10% of present step
	Fifteen years of continuous service	----- 15% of present step
	Twenty years of continuous service	----- 20% of present step
	Twenty-five years of continuous service	----- 25% of present step
	Thirty years of continuous service	----- 30% of present step
<i>CBA 9.7.7 Employees hired on or after January 1, 2019</i>	Thirty three years of continuous service	----- 33% of present step
	Thirty six years of continuous service	----- 36% of present step

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Board of Trustees Goals

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

BACKGROUND: On June 7, 2025 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 assisted in drafting the proposed recommendations.

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 2025-26 Board of Trustees Goals.

Byron D. Clift Breland
Recommended by


Approved for Submittal

6.a.1
Item No.

DRAFT Board of Trustees 2025-2026 Goals

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. Goals for the 2025-26 academic year will be presented to the Board for consideration at a meeting in October of 2025.

Goals for Institutional Effectiveness

1. The Board will prioritize alignment of teaching/learning and student success with the goals of the California Community Colleges Vision 2030. (NOCCCD Strategic Direction – *Student Experience & Success*)
 - By October 2025 District Goals for improvement in the number of students receiving degrees, certificates, and becoming transfer-ready will be presented to the Board for consideration.
 - By June of 2026 progress on those goals will be reported to the Board of Trustees at their annual retreat.
 - Focus on reducing equity gaps for student success and provide the Board a report of progress at the annual Board retreat.
 - The Chancellor will report to the Board on current initiatives to grant students credit for prior learning as part of the March 2026 enrollment report.
2. The Board will emphasize access through enrollment restoration and growth.
 - A report to the Board on work designed to help students make informed decisions regarding CTE and Transfer pathways will be presented by March 2026.
 - The Chancellor will present an update to the Board in April of 2026 on efforts to make students aware of support services including tutoring, assessment, disabled student support and transportation.

- The Chancellor will present enrollment reports to the Board in October of 2025 and March of 2026.
 - As part of the March 2026 enrollment report the Chancellor will also update the Board on dual-enrollment and the Community College Baccalaureate initiatives.
 - The Chancellor will provide the Board with information regarding trends in the number of total units earned by students achieving degrees as part of the March 2026 enrollment report.
3. The Board will continue to support a welcoming and inclusive environment for all students, staff and community members. (NOCCCD Strategic Directions – ***Student Experience & Success and Employee Experience***)
 4. In light of the budget concerns for the State of California and financial uncertainty in Federal funding, the Board will ask the Chancellor for a revision to the three-year plan for financial stability. This plan will be prepared for Board consideration by September of 2025, with a follow-up report to be delivered by March of 2026.
 5. The Chancellor will provide the Board with an update on efforts to encourage greater expansion of community partnerships especially with local K-12 school districts, business and industry and elected officials, nonprofits, and cities by April 2026. (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. Working with the Chancellor, the Board will consider changes to current policies which detail their role in consideration and ultimate approval of the mission statements of the colleges. The goal being to ensure the Board adequate time for input and consideration.
8. In consultation with the Chancellor by September of 2025 the Board will consider a process for the development of a long-range strategic plan for the district. The purpose of the process would be to better direct the District's future relative to critical educational and operational areas including:
 - Leadership development
 - Academic program development and enhancement
 - Career Technology Education (CTE)

- Student support activities
- Research and development
- Grant making and management
- Facilities maintenance and enhancement
- Support for innovation
- Online and distance education
- District policy development and consideration
- Financial planning and implementation

DRAFT

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Review of Board Resolution No. 16/17-18,
Support for Students and Privacy of
Student Records

Action	_____
Resolution	_____
Information	X
Enclosure(s)	X

BACKGROUND: At its February 14, 2017 meeting, the Board directed staff to draft a resolution reaffirming the District's support of students and the privacy of student records. The resolution was presented for a first reading at the February 28, 2017 meeting, and on March 14, 2017, the Board adopted Resolution No. 16/17-18, Support for Students and Privacy of Student Records.

At the June 24, 2025 Board meeting, Trustee Mark Lopez requested that the Board agendaize the 2017 resolution for future discussion in light of current events.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction 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.

How does this relate to Board Policy: Not applicable.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board discuss the previously adopted Board Resolution No. 16/17-18, Support for Students and Privacy of Student Records.

Byron D. Clift Breland
Recommended by


Approved for Submittal

6.b.1
Item No.

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



Resolution No. 16/17-18, Support for Students and Privacy of Student Records

WHEREAS, California community colleges were founded with the goal of fostering excellence and guaranteeing educational access for all; and

WHEREAS, the North Orange County Community College District (the District) is committed to serving all students who can benefit from a post-secondary education, without regard to race, ethnicity, religion, national origin, immigration status, age, gender, language, socio-economic status, gender identity or expression, medical condition or disability; and

WHEREAS, California's diversity is a great source of innovation and industry, making California one of the largest economies in the world and an economic engine for the United States; and

WHEREAS, approximately one tenth of California's workforce is undocumented and contributes \$130 billion annually to our state's gross domestic product, according to the California Assembly; and

WHEREAS, the District seeks to reassure students and our community that our campuses will remain welcoming places for students of all backgrounds to learn; that no changes have been made with regard to admissions or financial aid; and that financial aid for certain undocumented students is protected by state law; now

THEREFORE, BE IT RESOLVED, that the District declares that its campuses shall remain open and welcoming to all students who meet the minimum requirements for admission, regardless of immigration status, and that financial aid remains available to certain undocumented students; and be it further

RESOLVED, that the District will not enter into any agreements with law enforcement agencies to assist in the enforcement of federal immigration law; and be it further

RESOLVED, that in accordance with Board Policy, the District will not release any personally identifiable student information related to immigration status without a judicial warrant, subpoena or court order, unless authorized by the student or required by law; and be it further

RESOLVED, that the District urges the new United States presidential administration to continue the Deferred Action for Childhood Arrivals program, which grants "Dreamers" – people brought to this country as children by their parents – reprieve from deportation because California and the United States are both stronger due to their contributions to our economy and to our communities; and be it further

RESOLVED, that the District will join the California Community Colleges Board of Governors and Chancellor's Office to vigorously advocate to protect our students and our values.

PASSED AND ADOPTED by the Governing Board of the North Orange County Community College District on March 14, 2017, by the following vote of the Board:

AYES: Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Molly McClanahan, and Jacqueline Rodarte

NOES: Ryan Bent

ABSENT: None

ABSTAINING: None



Molly McClanahan
Board President

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Board of Trustees Policy Committee

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

BACKGROUND: At its June 2025 Board Retreat, trustees discussed the possibility of forming a Board Policy Committee—either temporary or standing—to better manage time and Trustee input on policy discussions at Board meetings. At the June 10, 2025 Board meeting, Trustee Ryan Bent requested an agenda item to allow the Board to discuss the formation of a Board Policy Committee.

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 2220, Committees of the Board.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board discuss the formation of a Board Policy Committee.

Byron D. Clift Breland

Recommended by



Approved for Submittal

6.c

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	_____
		Resolution	_____
DATE:	July 22, 2025	Information	X
		Enclosure(s)	X
SUBJECT:	Review of Campus-Based Programs in Light of Federal Guidance and Legal Counsel Recommendations		

BACKGROUND: In response to the evolving national political climate and the recent Dear Colleague Letter issued by the U.S. Department of Education, the District initiated a comprehensive legal review of its campus-based student programs. The goal was to ensure continued compliance with federal and state non-discrimination laws, particularly Title VI and Title IX, while affirming our commitment to supporting historically underserved student populations. Programs reviewed include, but are not limited to, Umoja, APIDA Resource Centers, and LGBTQIA2S+ Scholars.

The legal analysis, conducted by Atkinson, Andelson, Loya, Ruud & Romo (AALRR), found that:

- No programs were found to be in violation of applicable non-discrimination standards.
- Affinity-based programs are legally supportable, provided they remain open to all students and use inclusive, non-restrictive language in their outreach and public descriptions.
- A small number of program descriptions require modest revisions to more clearly communicate open access and non-exclusivity.
- The District is encouraged to implement ongoing training and monitoring, ensuring faculty and staff reinforce inclusive practices in program messaging and delivery.

These refinements have been made in partnership with college leadership.

In accordance with principles of transparency and governance, this item is brought forward for Board discussion based on the following considerations:

- The legal analysis resolves a matter of public interest and should be discussed openly.
- The recommendations from legal counsel are not self-executing and require formal District direction and follow-up.
- Trustees may have questions best addressed in open session, as the issue does not meet closed session criteria.
- Public discussion will aid in reinforcing the recommendations of legal counsel, particularly around messaging, staff training, and program monitoring.

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

How does this relate to Board Policy: Not applicable.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board discuss the review of campus-based programs in light of federal guidance and legal counsel recommendations and provide direction as appropriate for implementation and ongoing oversight.

Byron D. Clift Breland
Recommended by


Approved for Submittal

6.d.2
Item No.

The Program is Broadly Available	Elegibility is Restricted Based on a Non-Protected Characteristic	Affinity Programs Based on a Protected Characteristic	Affinity Programs that Need Clearer Language
Athletic Study Center at Fullerton College	CARE at Fullerton College	Asian Pacific Islander & Desi Americans (APIDA) Amplified at Fullerton College	African American Male Education Network & Development Charter Organization at Fullerton College
Cadena Cultural Center at Fullerton College	EOPS at Fullerton College Foster Youth Success Initiative at Fullerton College	Umoja Community Program at Fullerton College A2Mend at Cypress College	Grads to Be Program at Fullerton College LGBTQIA2S+ Scholars program at Fullerton College
First Year Experience Program at Fullerton College			
Food Bank at Fullerton College	International Student Center at Fullerton College	Asian Pacific Islander Desi American (APIDA) Resource Center at Cypress College	Men of Color/A2Mend at Fullerton College
Hornet Resource Center at Fullerton College	Re-Entry Program at Fullerton College	Grads to Be Program at NOCE	Grads to Be Program at Cypress College
LGBTQIA2S+ Resource Program at Fullerton College	Rising Scholars Center at fullerton College	Pride Space at NOCE	Pride Center at Cypress College
Promise Program at Fullerton College	Veterans Resource Center at Fullerton College		
Puente Program at Fullerton College	Adult Reentry Program at Cypress College		
ARISE program at Cypress College	CalWorks at Cypress College		
Basic Needs Center & Food Pantry at Cypress College	CARE at Cypress College		
	EOPS at Cypress College		
Charger Experience Program at Cypress College			
Legacy Program at Cypress College	International Student Center at Cypress College		
MESA at Cypress College	Rising Scholars Center at Cypress College		
Puente Program at Cypress College	Veterans Resource Center at Cypress College		
STEM2 at Cypress College	Rising Scholars Program at NOCE		
Arise Lab at NOCE			
Food Pantry at NOCE			
Helping Hands Clothing Closet at NOCE			
SensusAcces at NOCE			
Student Health and Wellness Resources at NOCE			

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: July 22, 2025

SUBJECT: Resolution No. 25/26-01,
Board of Trustees Excused Absence

Action	X
Resolution	X
Information	
Enclosure(s)	X

BACKGROUND: Pursuant to Board Policy 2725, Board Member Compensation, Board members may be paid for meetings when they are absent, if the Board adopts a Resolution verifying that the absence is excused.

Education Code Section 7425, Subdivision (c) reads as follows:

A member may be paid for any meeting when absent if the Board by resolution duly adopted and included in its minutes, finds that at that time of the meeting he or she is performing services outside of the meeting for the community college district, he or she was ill or on jury duty, or the absence was due to a hardship deemed acceptable by the Board. This compensation shall be a charge against the funds of the district.

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 2725, Board Member Compensation.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board adopt Resolution No. 25/26-01, Trustee Absence verifying that Trustee Stephen T. Blount was absent on June 24, 2025 due to hardship and, therefore, eligible to receive compensation for the Regular Board meeting held on that date. A signed affidavit from Trustee Blount verifying his absence due to hardship will be on file in the Chancellor's Office.

Byron D. Clift Breland
Recommended by


Approved for Submittal

6.e.1
Item No.

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



Resolution 25/26-01, Trustee Absence

WHEREAS, Education Code Section 72425(c) states:

(c) A member may be paid for any meeting when absent if the Board by resolution duly adopted and included in its minutes finds that at the time of the meeting he or she is performing services outside the meeting for the community college district, he or she was ill or on jury duty, or the absence was due to a hardship deemed acceptable by the Board. This compensation shall be a charge against the funds of the District.

NOW, THEREFORE, BE IT RESOLVED that the Trustee named below was absent from the Regular Board meeting of June 24, 2025, due to hardship, and therefore, eligible to receive compensation for the meeting held on that date.

TRUSTEE

Stephen T. Blount

AYES:

NOES:

ABSENT:

ABSTAINING:

DATE ADOPTED: July 22, 2025

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES
DATE: July 22, 2025
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

6.f

Item No.

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

June 24, 2025

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, June 24, 2025, at 5:30 p.m. in the Anaheim Union High School District Board Room with a YouTube livestream broadcast.

Board President Jeffrey P. Brown called the meeting to order at 5:33 p.m. and led the Pledge of Allegiance. He announced that Trustee Ryan Bent would be participating via teleconference and in compliance with Brown Act requirements, all votes during the meeting would be taken by roll call.

TRUSTEE ROLL CALL: Present: Ryan Bent, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Mark Lopez, Evangelina Rosales, and Student Trustees Samiy Castillo Bolivar, Zachary Colinco, and Kristine Nacu. Absent: Trustee Stephen T. Blount.

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; 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: Liz Arcos, Allison Coburn, Nai Hilo, Toni Jake, Christine Mix, Aaron Pilkey, Marc Posner, and Kathleen Reiland from Cypress College; Josue Abarca, Miranda Bates, Henry Hua, Jose Ramon Nunez, Seija Rohkea, Annika Shellenbarger, and Andre Strong from Fullerton College; Terry Cox, Santiago Loayza, Neshia Jenkins, and Jennifer Perez from North Orange Continuing Education; and Amabel Arredondo, Erika Almaraz, Yuvia Coleman, Mylene Daniels, Danielle Davy, Julie Kossick, Julie Leggin, Melissa Lum, Khaoi Mady, Pamela Spence, Leslie Tsubaki, and Rick Williams from the District Office.

VISITORS: Gilberto Camargo, Aaron Choi, Spencer Covert, and Ivory Li. Public participation was provided via YouTube livestream.

BLOCK VOTE APPROVAL OF AGENDA ITEMS: It was moved by Trustee Barbara Dunsheath and seconded by Trustee Evangelina Rosales that the following non-personnel and personnel items be approved by block vote:

Finance & Facilities: 3.b, 3.c, 3.d, 3.e, 3.f, 3.g, 3.h, 3.i, 3.j, 3.k, 3.l, 3.m, 3.n, 3.o, 3.p, 3.q, 3.r, 3.s, 3.t

Instructional Resources: 4.a, 4.b, 4.c, 4.d, 4.e, 4.f

Human Resources: 5.a, 5.b, 5.c, 5.d, 5.e

Motion carried with Trustees Bent, Brown, Dunsheath, E. Lopez, M. Lopez, and Rosales voting yes, including Student Trustees Castillo Bolivar, Colinco, and Nacu's advisory votes.

CHANCELLOR'S REPORT

Chancellor Byron D. Clift Breland invited **Kai Stearns**, District Director of Public & Governmental Affairs, to introduce two new members to her team: **Amabel Arredondo**, Interim Administrative Assistant III, and **Melissa Lum**, Web Content Specialist. He reported on a summer luncheon on June 11 hosted by NOCE in collaboration with the United Domestic Workers (UDW) and the State Chancellor's Office to celebrate the partnership which expands access to workforce training and education to underserved communities.

In light of the increasing presence and impact of Immigration and Customs Enforcement in the region, the Chancellor acknowledged the impact on the local communities and the toll on student attendance—particularly in ESL programs. He shared that he had communicated directly with the State Chancellor to explore options that would allow districts with similar stand-alone noncredit schools to better support vulnerable students in this climate, including potential declarations of emergency that could grant instructional flexibility. Chancellor Clift Breland emphasized the importance of remaining vigilant and compassionate in responding to these circumstances—not only as educators but as community leaders—because the moment underscores both a moral and an economic imperative. He cautioned that as enrollment continues to decline in impacted areas, so too will the District's budget and that we must ensure that our strategies for outreach, instruction, and community support reflect the realities our students face, and that we continue to advocate boldly for their right to learn in safety and dignity. He expressed his thanks to all staff and community members who have risen to the occasion to provide support and guidance.

He also expressed his sincere appreciation to the faculty leadership from the academic/faculty senates, United Faculty, and Adjunct Faculty United who participated in the districtwide summer workgroup to help bring clarity to longstanding challenges around communication, transparency, and governance roles to ensure that practices are aligned with legal standards and shared values.

The Chancellor concluded his report by recognizing the retirement of **Cherry Li-Bugg** after 11 years of service as Vice Chancellor of Educational Services & Technology. He stated that her leadership touched virtually every academic and operational area from curriculum and program review to accreditation, enrollment management, guided pathways, and institutional planning. He praised her attention to detail, firm grasp of policy, and innovative mindset which have helped move the District into the future, shared that she would be remembered for her generous mentorship and her deep care for the students we serve, and wished that her next chapter be as thoughtful, dynamic, and fulfilling as the one she just completed.

MINUTES: It was moved by Trustee Evangelina Rosales and seconded by Trustee Mark Lopez to approve the Minutes of the Special Session Meeting of June 7, 2025. **Motion carried with Trustees Bent, Brown, Dunsheath, E. Lopez, M. Lopez, and Rosales voting yes, including Student Trustees Castillo Bolivar, Colinco, and Nacu's advisory votes.**

It was moved by Trustee Barbara Dunsheath and seconded by Trustee Evangelina Rosales to approve the Minutes of the Regular Meeting of June 10, 2025. **Motion carried with Trustees Bent, Brown, Dunsheath, E. Lopez, M. Lopez, and Rosales voting yes, including Student Trustees Castillo Bolivar, Colinco, and Nacu's advisory votes.**

FINANCE & FACILITIES

Item 3.a: It was moved by Trustee Evangelina Rosales and seconded by Trustee Ed Lopez to approve the Tentative Budget for Fiscal Year 2025-26 for all funds of the District and to set a public hearing for September 9, 2025, at the Anaheim Campus Board Room at or about 6:00 p.m. pursuant to §58301 of Title 5, California Code of Regulations, to provide the public with an opportunity to comment on the budget prior to the adoption of the Proposed Budget.

Fred Williams, Vice Chancellor of Finance & Facilities, and Erika Almaraz, Executive Director of Fiscal Affairs, conducted a presentation that provided a budget timeline, the assumptions and provisions included in the District's 2025-26 Tentative Budget, the 2025-26 Proposed Budget, a State Budget overview, and next steps. Major highlights included:

Tentative Budget Development Processes

- A rollover budget
- Focus on ongoing resources via the Resource Allocation Model (RAM)
- Includes projections of potential costs (e.g., vacancies are budgeted)
- Final analysis of assumptions, position control, and new budget developments will be incorporated prior to the Proposed Budget in September

Assumptions & Provisions Used for the Tentative RAM

- COLA 2.30%
- SCFF funding using 2024-25 FTES actuals to stand in for 2025-26 projected FTES
- Assumes no statewide deficit
- Assumes part time health benefits implementation will be fully funded
- Assumes the cost of retiree medical benefits are paid by the OPEB Trust
- PERS rate decreases from 27.05% to 26.81%

Items Not Included in the Tentative Budget

- CSEA negotiations – estimated cost of 1.75% is about \$1.2 million
- Adjunct faculty negotiations – estimated costs are 1% at \$400,000 and 10% at \$4 million
- Part-time faculty litigation
- Job family studies
- Cost savings from vacant positions – \$15 million budgeted vacancies in the ongoing unrestricted general fund

RAM Projected Revenues

Earned Portion of SCFF Revenue	\$ 260.4 million
Other State Revenues	\$ 12.8 million
Local Revenues	<u>\$ 10.0 million</u>
RAM Revenues	\$ 283.2 million

RAM Projected Costs

Position Control (Permanent Positions)*	\$ 211.9 million
Personnel Costs Outside of Position Control	\$ 42.5 million

Districtwide & Other Operating Expenses	<u>\$ 30.7 million</u>
	\$ 285.1 million

* Includes \$15 million in vacancies in the ongoing unrestricted General Fund.

Resource Allocation Model: Structural Deficit

Revenues	\$ 283,244,878
Expenditures	\$ 285,092,034
Structural Deficit	(\$ 1,847,156)

Backfill From One-time Sources*

Carryover Supplement	\$ 1,847,156
----------------------	--------------

* Additional Hold Harmless Funding estimated at \$1.99 million has been held outside of the RAM and will be used to fund the 2025-26 Board Policy Reserve requirement which is increasing by \$1.33 million from the prior year.

Changes Expected in Proposed Budget

- Carryover analysis completed and added
- Updated personnel numbers
- Updated FTES numbers
- Updated operating budgets to address any structural deficits

FTES Trend

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26*
Actuals	31,842.56	26,071.85	27,839.70	28,889.23	31,277.37	30,681.98
Funded	≈ 33,500	≈ 33,700	33,735.67	31,588.63	31,502.81	31,277.37

*Targets

Projecting FTES

- The campuses are currently working on determining the FTES to use for 2025-26
- Comparisons of 2024-25 P-2 to 2023-24 actuals reflect growth of 9.64% for Cypress College, 4.16% for Fullerton College, 3.83% for NOCE CDCP courses, and 25.68% for all other NOCE noncredit courses
- A new standardized attendance accounting method effective for 2026-27 (which projects a 2% decline for the District)

State Budget Overview & Concerns

- Overall, the State Budget is lower than the January proposal, but higher than the prior year's enacted budget, with a projected budget deficit of about \$12 billion. For community colleges, the budget continues to focus on stability and draws on reserves and operational savings.
- Reduced revenue expectation due to stock market volatility and impact of potential tariffs.
- Higher costs than projected (e.g., Medi-Cal rates).
- The budget shortfall is addressed through program reductions (mostly related to health care), continued use of deferrals, and depletion of the Rainy Day Fund.
- The Legislature reached agreement on the State budget, but agreement between the Legislature and the Governor has not been reached yet.

- The overall economic outlook for California has not significantly changed, but the State economy is stagnant with low job growth and declining consumer spending, and heavily dependent on stock market performance.
- The impact of federal budget and policy actions is uncertain and current proposals include a \$12 billion (15.3%) reduction in U.S. Department of Education funding compared to 2025 levels; a reduction to the 2026-27 maximum Pell Grant to \$5,710, which is a reduction of \$1,685 over the 2024-25 award; and cuts to programs including adult education.
- Prop 30 “The Schools and Local Public Safety Protection Act of 2012” temporarily raised tax rates on higher-income taxpayers to provide additional financial support for public schools. Prop 30 was extended by Prop 55 in 2016 but is set to expire in 2030.

Major Policy Decisions for California Community Colleges

- Proposed change in Prop 98 split that shifts \$492 million in revenue from the community college system to TK-12 to expand Transitional Kindergarten eligibility.
- Apportionment COLA of 2.30% to increase the Student Centered Funding Formula with some categorical programs receiving the COLA of 2.30%.
- 2.35% Enrollment Growth (\$140 million systemwide) that must be “earned” through generation of additional FTES.
- Reductions in ongoing and one-time funding to the systemwide Common Cloud Data Platform and statewide technology transformation.
- Capital Outlay Investments from Props 51 and 2 which include \$1.9 million for the Fullerton College STEM Vocation Center.

Budget Next Steps

- June 24 – 2025-26 Tentative Budget is approved by the Board
- June 30 – 2025-26 State Budget is signed by the Governor
- July 31 – 2024-25 fiscal year closes
- Fall semester – Conducting town halls on the District budget and its components
- September 9 – 2025-26 Proposed Budget is presented to the Board for approval

Subsequent to the presentation, trustees made the following inquiries and comments:

- A request for the list of townhall dates to share with community stakeholders.
- The cause for the PERS rate decreasing.
- Whether the District has a policy to eliminate vacancies that have not been filled in some time or if it's a campus decision.
- If the September 9 presentation of the Proposed Budget will be the only time that the public can provide commentary on the budget.
- Clarification on why the Proposed Budget is in September which is 71 days into the new fiscal year.
- Does the state revenue listing include federal revenue or is that incorporated elsewhere?
- Will the projected 2% decline due to the State's accounting method be applied across the board to all courses?
- Will there be backfilling to the federal funding that may be slashed?
- Are there any cuts related to food pantry funding and how are the campuses planning to support students in light of potential cuts?
- Concern about the major decline in FTES trends for NOCE and any plans to provide alternative options for students?

- Are there any updates on class offerings in the fall for English learners? Specifically at Gilbert High School?
- Praise for the efforts to pivot in order to support students.

Subsequent to the discussion, the **motion carried with Trustees Bent, Brown, Dunsheath, E. Lopez, M. Lopez, and Rosales voting yes, including Student Trustees Castillo Bolivar, Colinco, and Nacu's advisory votes.**

(See Supplemental Minutes #1364 for a copy of the presentation.)

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

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or the Executive 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 to approve the 2024-2025 General Fund, Bond Building Fund, and Capital Outlay Projects Fund transfers, totaling a net amount of \$708,851 for the General Fund and \$17,412 for the Capital Outlay Projects Fund, 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 approve the Institutional Memberships exceeding \$1,000 for the 2025-2026 school year for the organizations listed.

Item 3.e: By block vote, authorization was granted to approve the payment of the Assessment by Schools Excess Liability Fund (SELF) in the amount of \$980,197.33 for the liability program 1986/87, 1988/89, 1989/90, 1996/97, 2004/05 and 2007/08, which is an additional unfunded liability that resulted from AB 218.

Item 3.f: By block vote, authorization was granted to bind coverage with Anthem Blue Cross and Crum & Forster Insurance through Student Insurance for student accident and intercollegiate athletic accident insurance for 2025-26 in the amount of \$302,802, effective August 1, 2025.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or the District Director, Purchasing, to bind the insurance policies on behalf of the District.

Item 3.g: By block vote, authorization was granted to renew the Workers Compensation and Property & Liability insurance coverage with the Alliance of Schools for Cooperative Insurance Programs (ASCIP) and Schools Excess Liability Fund (SELF) and AJ Gallagher policies for FY 2025-26 at the estimated amount of \$3,835,167. Rates will be based on actual FTES, salary costs, and deductibles.

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

Item 3.h: By block vote, authorization was granted to approve Resolution No. 24/25-24 Requesting the Board of Supervisors of Orange County and Los Angeles Counties to establish tax rate for bonds of North Orange County Community College District expected to be sold during fiscal year 2025-26, and authorizing necessary actions in connection therewith.

Item 3.i: By block vote, authorization was granted to approve the North Orange County Community College District's 2027/28-2031/32 Five-Year Construction Plan and Fullerton College: Welcome Center IPP prepared and submitted in compliance with California Education Code §81800, et. al. and the California Community Colleges Chancellor's Office directives to meet the submittal deadline of July 1, 2025.

Item 3.j: By block vote, authorization was granted to adopt Resolution No. 24/25-24 to approve Change Order #6 with Bayview Environmental Services, Inc. for Bid 2324-04, for the public works project, to increase the contract amount by \$4,752, for a new total of \$2,237,964 for the Cypress College Fine Arts Renovation Project.

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

Item 3.k: By block vote, authorization was granted to adopt Resolution No. 24/25-25 to approve Change Order #7 with Inland Building Companies, Inc. for Bid 2324-04, for the public works project, to increase the contract amount by \$46,113, for a new total of \$4,026,052 for the Cypress College Fine Arts Renovation Project.

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

Item 3.l: By block vote, authorization was granted to adopt Resolution No. 24/25-26 to approve Change Order #3 with Interpipe, Inc. for Bid 2324-04, for the public works project, to increase the contract amount by \$157,341, for a new total of \$1,508,120 for the Cypress College Fine Arts Renovation Project.

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

Item 3.m: By block vote, authorization was granted to ratify the current change orders for the public works project listed per the Change Order Request, with a total increase of \$17,260 for the Fine Arts Renovation at Cypress College.

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

Item 3.n: By block vote, authorization was granted to amend the Consultant Services agreement with Ninjo and Moore to increase the contract amount by \$200,000 for a new total contract amount from \$405,325 to \$605,325, inclusive of reimbursable/add service expense allowance, for additional Special Inspection & Material Testing Services for the Fine Arts Renovation Project at Cypress College.

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

Item 3.o: By block vote, authorization was granted to renew the service agreement with MAAS Companies, Inc. for an initial three-year term, effective October 1, 2025, for \$3,082,622, inclusive of reimbursables for a total contract amount not to exceed \$18,930,533.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, to execute the agreement on behalf of the District.

Item 3.p: By block vote, authorization was granted to amend the agreement with MAAS Companies for additional project management services and increase the contract amount by \$196,395, from \$477,849 to \$674,244, for the Fullerton College Wilshire Chiller Relocation Project.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, to execute the agreement on behalf of the District.

Item 3.q: By block vote, authorization was granted to adopt Resolution No. 24/25-27 to approve Change Order #2 with Plumbing, Piping & Construction, Inc. (PPC) to increase the contract amount by \$663,490 along with the time extension of 113 Days. The contract amount will increase from \$12,707,374 to \$13,370,864 for the Fullerton College Wilshire Chiller Relocation Project.

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

Item 3.r: By block vote, authorization was granted to enter into an agreement with Pathways of Hope to provide services at North Orange Continuing Education (NOCE) and Cypress College in the amount not to exceed \$582,361.00 from July 1, 2025, through June 30, 2026.

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

Item 3.s: By block vote, authorization was granted to enter into an agreement with Stamats, Inc. in the amount of \$900,000 for Media Plan for Enrollment Growth and Digital Strategy Support from July 1, 2025 – June 30, 2028.

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

Item 3.t: By block vote, authorization was granted to approve out-of-country travel for Dani Wilson and Angela Henderson to conduct a site inspection visit for the San Jose, Costa Rica, and Dublin, Ireland, Summer 2025 Study Abroad programs from June 30 – July 3, 2025, and June 24-28, 2025.

INSTRUCTIONAL RESOURCES

Item 4.a: By the block vote, authorization was granted to approve the amendment of the 2024-2029 NOCCCD/Cypress College and Anaheim Union High School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.b: By the block vote, authorization was granted to approve the amendment of the 2024-2029 NOCCCD/Cypress College and Fullerton Joint Union High School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.c: By the block vote, authorization was granted to approve the amendment of the 2024-2029 NOCCCD/Cypress College and Garden Grove Unified School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.d: By the block vote, authorization was granted to approve the amendment of the 2024-2029 NOCCCD/Cypress College and Los Alamitos Unified School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.e: By the block vote, authorization was granted to approve the amendment of the 2024-2029 NOCCCD/Fullerton College and Fullerton Joint Union High School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.f: By the block vote, authorization was granted for the District to enter into an agreement with the Regents of the University of California to accept the total amount of \$442,805 to be used by the 2026-27 fiscal year and adopt a resolution to accept new revenue and authorize expenditures within the General Fund, pursuant to the California Code of Regulations Title 5 §58308.

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

HUMAN RESOURCES

Item 5.a: By the block vote, authorization was granted for the following academic personnel matters, which are within budget:

CHANGE IN RETIREMENT DATE

Chamberlin, William	FC	Instructor, Earth Sciences From: 06/10/2025 To: 06/09/2025 PN FCF955
---------------------	----	---

NEW PERSONNEL

Green, LaToya	FC	Communication Studies Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/21/2025 PN FCF904
---------------	----	---

Hamer, Britney	CC	Director, Educational Partnerships and Programs, Charger Experience/Promise 12 Month Position (100%) Range 20, Column B Management Salary Schedule Eff. 07/01/2025 PN CCM686
Ornelas Franko, Sara	NOCE	NC Basic Skills Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/07/2025 PN SCF962
Trujillo-Gonzalez, Magali	FC	Counselor, CalWORKS First Year Probationary Contract Class B, Step 1 Eff. 07/01/2025 PN FCF567
Vassale, Leona	FC	Director, Disability Support Services 12 Month Position (100%) Range 24, Column B Management Salary Schedule Eff. 07/08/2025 PN FCM959

EXTENSION OF TEMPORARY MANAGEMENT CONTRACT

Martinez, Randy	CC	Interim Dean, Social Sciences Division Range 32, Column E Management Salary Schedule Eff. 07/01/2025-12/31/2025
Salazar, Valerie	FC	Interim Director, Educational Partnerships & Programs/ Promise Range 20, Column C Management Salary Schedule Eff. 07/01/2025-08/31/2025

RECISSION OF TEMPORARY CONTRACT

Hsueh, Diana	FC	Accounting Instructor Temporary Contract (100%) Pursuant to E.C. 87482 Class B, Step 1 Eff. 08/21/2025-05/30/2026
--------------	----	---

TEMPORARY CONTRACT

Swift-Ramirez, Wyatt	CC	Chemistry Instructor Temporary Contract (100%) Pursuant to E.C. 87482 Class F, Step 1 Eff. 08/21/2025-12/13/2025
Hsueh, Diana	FC	Accounting Instructor Temporary Contract (100%) Pursuant to E.C. 87482 Class B, Step 7 Eff. 08/21/2025-12/13/2025

TEMPORARY REASSIGNMENT

Henderson, Angela	FC	English Instructor
	To:	Interim Dean, Natural Sciences Range 32, Column B Management Salary Schedule Eff. 07/01/2025-12/31/2025

CHANGE IN SALARY CLASSIFICATION

Caffrey, Carolyn	CC	Librarian From: Class B, Step 1 To: Class B, Step 10 Eff. 08/21/2025
Walker, Michelle	CC	Nursing Instructor From: Class B, Step 1 To: Class B, Step 10 Eff. 08/21/2025

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Perkins, Deborah	NOCE	Director, Student Equity & Success 2.5% Stipend Eff. 07/01/2025-06/30/2026
------------------	------	--

PAYMENT FOR INDEPENDENT LEARNING CONTRACT

Cuatt, Benjamin	FC	\$210.00
Daniel, William	FC	\$40.00
Guthrie, Frank	FC	\$20.00
Henke, Carol	FC	\$10.00
Klippenstein, Stephen	FC	\$20.00
Nevarez, Rachel	FC	\$70.00
Sheehan, Michael	FC	\$30.00

LEAVE OF ABSENCE

@02078828	NOCE	Unpaid Personal Leave Eff. 5/27/2025 – 05/29/2025
Mande, Anupama	FC	History Instructor Personal Leave Without Pay (100%) Eff. Spring 2026 Semester
Salcedo, Joel	FC	Communications Studies Instructor Load Banking Leave With Pay (20.00%) Eff. 2025 Fall Semester

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2025 SUMMER INTERSESSION

Sharma, Pradeep	FC	Column 1, Step 2
Villa Rosales, Elizabeth	FC	Column 3, Step1

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2025 FALL SEMESTER

Douglas, Tatemya	FC	Column 1, Step 1
Freimark, Claire	FC	Column 3, Step 1
Herrera, Cambria	FC	Column 1, Step 1
Rhodes, Linda	FC	Column 1, Step 1
Tseng, Kelly	CC	Column 1, Step 1
Uyeki, Tomoko	FC	Column 1, Step 1
Vo, Phuongthao	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Adams, Stephanie	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Adams, Virgil	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Anderson McGill, Taylor	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Anderson McGill, Taylor	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Antunez, Carlos	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Arellano, Cristina	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025

Arellano, Peggy	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Austin, Philip	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Bacon, Amy	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Bailey-Blenman, Jessica	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Berry, Nera	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Bloom, Daniel	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Breen, Theresa	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Byrnes, Timothy	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Caldretti, Melissa	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Calsita, Ciara	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Carson, Gerald	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Clark, Lisa	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Clark, Lisa	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025

Clark, Lisa	CC	Zero Textbook Cost - Third Course Stipend not to exceed \$2,000.00 Eff. 05/01/2025-06/30/2025
Clark, Lisa	CC	Zero Textbook Cost DEIAA - First Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Clark, Lisa	CC	Zero Textbook Cost POOCR - First Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Clark, Lisa	CC	Zero Textbook Cost POOCR - Second Course Stipend not to exceed \$1,500.00 Eff. 05/01/2025-06/30/2025
Clark, Lisa	CC	Zero Textbook Cost POOCR - Third Course Stipend not to exceed \$750.00 Eff. 05/01/2025-06/30/2025
Clasby, Candice	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Cockerill, Lee	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Colby, Kathryn	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Collins, Lori	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Conlon, Jake	FC	Math 120/121 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/05/2025
De La Mora, Jamie	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Delatte, Monique	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Doherty, Doreen	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025

Dunsmore, Pamela	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Durango, Damian	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Duron, Yolanda	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Espinoza, Maria Guadalupe	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Farol, Ronald	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Filloy, Eillen	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Foster, Marcia	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Gargano, Amanda	CC	Zero Textbook Cost DEIAA - First Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Gargano, Amanda	CC	Zero Textbook Cost DEIAA - Second Course Stipend not to exceed \$1,500.00 Eff. 05/01/2025-06/30/2025
Grande, Jolena	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Hernandez, Mario	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Jackson, Julia	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Jacobsen, David	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025

Jimmons, Charlotte	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Jones, Jeanette	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Jones, Jeanette	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Jones, Jeanette	CC	Zero Textbook Cost - Third Course Stipend not to exceed \$2,000.00 Eff. 05/01/2025-06/30/2025
Jones, Jeanette	CC	Zero Textbook Cost OER - First Course Stipend not to exceed \$1,000.00 Eff. 05/01/2025-06/30/2025
Kane, Raenie	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Katsui, Irene	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Koh, Myung	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Kominek, Bridget	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Kunimoto, Trisha	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Laguna-Ferinaz, Renay	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Lazarus, Laura	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Lee, Eugene	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025

Margo, Jacqueline	FC	Math 120/121 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/05/2025
Mizushima, Haley	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Montoya, Manuel	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Mueller, Michael	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Mungaray, Sally	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Nguyen, Thi	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Ogoshi, Fumio	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Ojeda, Gary	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
O'Rourke, Meg	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Owen Driggs, Janet	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Owen Driggs, Janet	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Owen Driggs, Janet	CC	Zero Textbook Cost - Third Course Stipend not to exceed \$2,000.00 Eff. 05/01/2025-06/30/2025
Patrick-Norng, Michelle	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025

Pavelek, Karin	AC	Future Instructor Training Program Mentor Stipend not to exceed \$3,000.00 Eff. 01/01/2025-05/31/2025
Pederson, Blake	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Perez, Fabiola	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Peters, Jeremy	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Peters, Jeremy	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Peters, Jeremy	CC	Zero Textbook Cost - Third Course Stipend not to exceed \$2,000.00 Eff. 05/01/2025-06/30/2025
Pietrzak, Edyta	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Rajab, Adel	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Ream, Timothy	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Reeves, Megan	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Reuter, Hilary	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Robinson, Alysha	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Rosati, Stephanie	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025

Rosati, Stephanie	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Rosati, Stephanie	CC	Zero Textbook Cost - Third Course Stipend not to exceed \$2,000.00 Eff. 05/01/2025-06/30/2025
Ruff, Brianna	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Ruffalo, Carrie	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Sabau, Bianca	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Sabau, Bianca	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Samaan, Ann	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Samano, Jeffrey	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Santana, Citlally	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Sato, Dee Ann	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Scarpa, Daniel	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Sedrak, Afraim	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Segovia, Ronal	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025

Sherard, Erin	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Sighicelli, Sabine	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Simoese, Nora	AC	Future Instructor Training Program Mentor Stipend not to exceed \$1,500.00 Eff. 01/01/2025-05/31/2025
Smith, Larene	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Sorooshian, Rose	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Spooner, Stephanie	CC	Zero Textbook Cost - First Course Stipend not to exceed \$5,000.00 Eff. 05/01/2025-06/30/2025
Spooner, Stephanie	CC	Zero Textbook Cost - Second Course Stipend not to exceed \$3,000.00 Eff. 05/01/2025-06/30/2025
Stasiuk, Pedro	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Swayzer, Luellen	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Tapia, Jessica	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Taylor, Jewell	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Teipe, William	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Tran, Tam	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025

Trinh, Hung	FC	Math 120/121 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/05/2025
Tseng, Anh	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Uskokovic, Vuk	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Wang, Karen	FC	Math 120/121 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/05/2025
Way, Chase	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Way, Chase	CC	CoRE Training Stipend not to exceed \$2,000.00 Eff. 06/02/2025-06/18/2025
Wilkinson, David	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Williams, Jacob	FC	Race-Conscious Certificate Training Stipend not to exceed \$1,000.00 Eff. 06/24/2025-06/26/2025
Witt, Sharon	NOCE	OTC Recertification Workshop Stipend not to exceed \$120.00 Eff. 05/23/2025
Zhang, Zhongyuan	FC	Math 120/121 AB 1705 Training Stipend not to exceed \$80.00 Eff. 06/05/2025

CORRECTION TO BOARD AGENDA OF JUNE 10, 2025 – TEMPORARY MANAGEMENT CONTRACT

Rocha, Sandra	CC	Interim Director, Educational Partnerships & Programs/ SEM 12 Month Position (100%) Range 20, Column A Management Salary Schedule Eff. 06/01/2025-06/30/2025 PN CCM695-TR
---------------	----	--

Item 5.b: By the block vote, authorization was granted for the following classified personnel matters, which are within budget:

RESIGNATIONS

Alvatorre, Ramiro	FC	Financial Aid Technician Last Date of Employment: June 26, 2025 PN FCC819
Ghatikar, Rachel	CC	Director, Development Last Date of Employment: June 13, 2025 PN CCM688
Luminarias, Marwin	FC	Student Services Coordinator Last Date of Employment: June 22, 2025 PN FCC562

NEW PERSONNEL

Imraan, Sumaiyah	FC	Admin. Assistant II, Student Development & Engagement 12-month position (100%) Range 36, Step B Classified Salary Schedule Eff. 07/01/2025 PN FCC535
Lavezzari, Elizabeth	CC	Special Projects Coordinator, Development Associate Temporary Management Position (100%) Range 1, Special Project Position Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT999
Munford, Demetrice	FC	Administrative Assistant II, Child Lab 12-month position (100%) Range 36, Step E Classified Salary Schedule Eff. 07/01/2025 PN FCC709
Perez, Carmen	FC	Special Projects Coordinator, Dual Enrollment Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT999
Serrano, Camille	FC	Special Projects Manager, APIDA Communications Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT999

Uppal, Jaspinder	NOCE	Grants and Special Projects Assistant 12-month position (100%) Range 41, Step A Classified Salary Schedule Eff. 07/01/2025 PN SCC814
------------------	------	---

REHIRES

Agrendano, Magaly	FC	Special Projects Coordinator, Starfish and Mapper Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT563
Ali, Mir	CC	Special Projects Medical Director & Supervising Phys. Temporary Management Position (31%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT994
Barela-Perez, Katarina	FC	Special Projects Director, Basic Needs Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT577
Barerra, Emely	NOCE	Special Projects Coordinator, DSS Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN SCT933
Blake, Cynthia	CC	Special Projects Director, RISE Youth Justice Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT682
Cheever, Gary	FC	Temporary Project Administrator, FC Athletics Temporary Management Position (100%) 11-months Head Coach 1, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN FCT567
Cintron, Nicole	FC	Special Projects Coordinator, National Science Foundation Grant Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026

PN FCT565

Clark, Sean	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 1, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT660
Contreras, Enrique	CC	Special Projects Coordinator, Tech. & Data Enrollment Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT666
De La Vega, Ryan	NOCE	Special Projects Coordinator, ESL & Citizenship Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN SCT935
Desmond, Daniel	FC	Temporary Project Administrator, FC Athletics Temporary Management Position (100%) 11-months Head Coach 3, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN FCT571
Do, Khristofer	CC	Special Projects Manager, Coffee Shop Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 05/30/2026 PN CCT683
Doherty, Doreen	NOCE	Special Projects Manager, ESL & Citizenship Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 02/28/2026 PN SCT932
Driscoll, Francis	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 1, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT673
Gentalen, Ariel	FC	Special Projects Manager, LGBTQIA2S+ Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule

Eff. 07/01/2025 – 06/30/2026
PN FCT574

Ghatikar, Rachel	CC	Special Projects Manager, Development Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 06/16/2025 – 06/30/2025 Eff. 07/01/2025 – 12/31/2025 PN CCT999
Hancock, Allison	FC	Special Projects Manager, Dual Enrollment Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT999
Hebert, Eli	FC	Special Projects Coordinator, Strategic Planning Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT572
Henderson, Madison	CC	Special Projects Coordinator, Dual Enrollment High School Liaison Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT665
Hernandez, Kylee	CC	Special Projects Coordinator, Coffee Shop Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT679
Hughes, Kevin	FC	Temporary Project Administrator, FC Athletics Temporary Management Position (100%) 11-months Head Coach 2, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN FCT570
Hurtarte, Erick	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 2, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT672

Imaku, Brittany	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 3, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT671
Iordanov, Danko	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 2, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT670
Jenkins, Corneshia	NOCE	Special Projects Manager, Engagement Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN SCT938
Jimenez, Victor	CC	Special Projects Manager, College Foundation Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2024 – 06/30/2026 PN CCT700
Johnson, Marshall	FC	Special Projects Director, A2Mend Charter Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT578
Kanal, Naveen	FC	Temporary Project Administrator, FC Athletics Temporary Management Position (100%) 11-months Head Coach 1, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN FCT569
Kitchen, leisha	FC	Temporary Project Coordinator, Rising Scholars Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT999
Laguna Morales, Andrea	CC	Temporary Project Director, Dual Enrollment Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT725

Martinez, Gabriel	FC	Temporary Project Administrator, FC Athletics Temporary Management Position (100%) 11-months Head Coach 1, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 5/31/2026 PN FCT568
Morgan, Danielle	CC	Special Projects Manager, Student Support Services Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT691
Pickler, Brad	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 3, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT669
Quenga, Joey	CC	Special Projects Coordinator, APIDA Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT687
Reyes, Julia	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 1, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT668
Reyes, Rachel	FC	Special Projects Director, APIDA Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN FCT999
Rus, Cristian	CC	Temporary Project Administrator, CC Athletics Temporary Management Position (100%) 11-months Head Coach 2, Temporary Project Administrator Salary Schedule Eff. 07/01/2025 – 05/31/2026 PN CCT667
Santos, Ferdinand	FC	Special Projects Director, Credit for Prior Learning Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026

PN FCT999

Terpening, Noah	CC	Special Projects Coordinator, Cybersecurity Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT721
Vazquez Arriaga, Luz	CC	Special Projects Coordinator, Dual Enrollment Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN CCT716
Vidal Yuan, Sandra	NOCE	Special Projects Coordinator, Student Services Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2025 – 06/30/2026 PN SCT934

TRANSFERS

Fisher, Shauna	FC	Administrative Assistant III, Friends of Fullerton (100%) District Initiated Transfer To: NOCE Administrative Assistant II, DSS 12-month position (100%) Range 36, Step E + 15% Longevity + PGD Classified Salary Schedule Eff. 06/16/2025 PN SCC976
Lee, Rebekah	NOCE	Testing and Assessment Specialist (100%) District Initiated Transfer To: NOCE Student Services Specialist/ESL 12-month position (100%) Range 36, Step D Classified Salary Schedule Eff. 07/01/2025 PN SCC808

VOLUNTARY CHANGES IN ASSIGNMENT

Abutin, Roxanne	NOCE	Student Services Tech/SSSP (100%) Extension of Temporary Change in Assignment To: NOCE Student Services Specialist 12-month position (100%) Range 36, Step E + 15% Longevity + PGD Classified Salary Schedule
-----------------	------	--

Eff. 07/01/2025 – 06/30/2026
PN SCC813-TR

Anaya De Guerra,
Miryam

NOCE

Instructional Aide (100%)

Permanent Increase in Months Employed
From: 11 months, 100%
To: 12 months, 100%
Eff. 07/01/2025
PN SCC904

Bal, Lucy

NOCE

Instructional Aide (100%)

Permanent Increase in Months Employed
From: 11 months, 100%
To: 12 months, 100%
Eff. 07/01/2025
PN SCC874

Camarillo, Yanett

NOCE

Clerical Assistant I (100%)

Extension of Temporary Change in Assignment
To: NOCE Administrative Assistant II, ESL
12-month position (100%)
Range 36, Step C
Classified Salary Schedule
Eff. 07/01/2025 – 12/31/2025
PN SCC975-TR

Campos, Amparo

FC

Facilities Custodian I (50%)

Extension of Temporary Change in Assignment
To: NOCE Facilities Custodian I
12-month position (100%)
Range 27, Step E + 5% Longevity
Classified Salary Schedule
Eff. 07/1/2025 – 06/30/2026
PN SCC913-TR

Crockrom, Nichole

FC

Administrative Assistant II (100%)

Extension of Temporary Change in Assignment
To: FC Student Services Coordinator
12-month position (100%)
Range 43, Step C + 10% Longevity + PGD
Classified Salary Schedule
Eff. 07/01/2025 – 06/30/2026
PN FCC543-TR

Del Zotto, Enrico	NOCE	<p>Testing and Assessment Specialist (100%)</p> <p>Permanent Increase in Months Employed From: 11 months, 100% To: 12 months, 100% Eff. 07/01/2025 PN SCC982</p>
Estudillo, Selene	CC	<p>Executive Assistant II (100%)</p> <p>Extension of Temporary Change in Assignment To: DS Research Analyst 12-month position (100%) Range 52, Step A + 5% Longevity + PGD Classified Salary Schedule Eff. 07/01/2025 – 06/30/2026 PN DEC910-TR</p>
Flores, Elizabeth	FC	<p>Student Services Technician (45%)</p> <p>Extension of Temporary Change in Assignment To: FC Student Services Specialist 12-month position (100%) Range 36, Step D Classified Salary Schedule Eff. 07/01/2025 – 06/30/2026 PN FCC716-TR</p>
Flores, Renee	NOCE	<p>Instructional Aide/High School Lab</p> <p>Permanent Increase in Months Employed From: 11 months, 100% To: 12 months, 100% Eff. 07/01/2025 PN SCC976</p>
Gladden, Bianca	FC	<p>Administrative Assistant II (100%)</p> <p>Extension of Temporary Change in Assignment To: FC Admin. Assistant III, Institutional Effectiveness 12-month position (100%) Range 41, Step B Classified Salary Schedule Eff. 07/01/2025 – 04/23/2026 PN FCC568-TR</p>
Hernandez, Mireille	AC	<p>Assistant District Director, Purchasing (100%)</p> <p>Extension of Temporary Change in Assignment To: AC Interim District Director, Purchasing 12-month position (100%)</p>

Range 20, Column G
Management Salary Schedule
Eff. 07/01/2025 – 12/31/2025
PN DEM988-TR

Hinojos, Kathryn	FC	<p>Student Services Tech/Ed Partnerships (45%)</p> <p>Extension of Temporary Change in Assignment To: FC Student Services Specialist/Promise 12-month position (100%) Range 36, Step + 5% Longevity Classified Salary Schedule Eff. 07/01/2025 – 08/31/2025 PN FCC565-TR</p>
Johnson, Robert	NOCE	<p>Instructional Assistant/Business Skills</p> <p>Permanent Increase in Months Employed From: 11 months, 100% To: 12 months, 100% Eff. 07/01/2025 PN SCC941</p>
Lagunas, Vanessa	NOCE	<p>Instructional Assistant, ESL (40%)</p> <p>Extension of Temporary Change in Assignment To: NOCE Admin. Assistant II, Counseling 12-month position (100%) Range 36, Step B Classified Salary Schedule Eff. 07/01/2025 – 03/31/2026 PN SCC880 – TR</p>
Lee, Rebekah	NOCE	<p>Student Services Specialist/ESL (100%)</p> <p>Extension of Temporary Change in Assignment To: FC Admissions and Records Evaluator 12-month position (100%) Range 36, Step D Classified Salary Schedule Eff. 07/01/2025 – 08/31/2025 PN FCC999</p>
Lindley, Evelyn	FC	<p>Administrative Assistant III, ISS 12-month position (100%) PN FCC737</p> <p>Permanent Lateral Transfer To: FC Administrative Assistant III Office of Vice President, Instruction 12-month position (100%)</p>

Range 42, Step E + 5% Longevity
Classified Salary Schedule
Eff. 07/01/2025
PN FCC533

Linhares, John	CC	<p>Groundskeeper (100%)</p> <p>Extension of Temporary Change in Assignment To: FC Grounds Coordinator 12-month position (100%) Range 38, Step B + 25% Longevity Classified Salary Schedule Eff. 07/01/2025 – 12/31/2025 PN CCC904-TR</p>
Manjarrez, Janeth	NOCE	<p>Director, Adult Education Blocked Grant/ AEBG (100%)</p> <p>Extension of Temporary Change in Assignment To: FC Interim Executive Director, College Foundation & Community Relations 12-month position (100%) Range 25, Column G Management Salary Schedule Eff. 07/01/2025 – 10/31/2025 PN FCM943-TR</p>
Martinez, Adelina	NOCE	<p>Instructional Assistant/Literacy Lab</p> <p>Permanent Increase in Months Employed From: 11 months, 60% To: 12 months, 60% Eff. 07/01/2025 PN SCC956</p>
Mendez-Sanchez, Daisy	AC	<p>Human Resources Specialist (100%)</p> <p>Extension of Temporary Change in Assignment To: AC Professional 3 (P3) Business/Systems Analyst 12-month position (100%) Range 41C, Step A + PG&D Confidential Salary Schedule Eff. 07/01/2025 – 07/31/2025 PN DEN988 - TR</p>
Nguyen, Crystal	AC	<p>Buyer II (100%)</p> <p>Extension of Temporary Change in Assignment To: AC Interim Assistant District Director, Purchasing 12-month (100%) Range 17, Column A</p>

Management Salary Schedule
Eff. 07/01/2025 – 12/31/2025
PN DEM969 -TR

Oleo, Christian	NOCE	<p>Clerical Assistant I, ESL 12-month position (40%) PN SCC892</p> <p>Extension of Temporary Change in Assignment To: FC Student Services Specialist/Student Advocate 12-month position (100%) Range 36, Step C Classified Salary Schedule Eff. 07/01/2025 – 10/14/2025 PN FCC541 – TR</p>
Pantoja, Fabiola	FC	<p>Administrative Assistant I, Campus Public Safety (100%)</p> <p>Extension of Temporary Change in Assignment To: Administrative Assistant II, Campus Public Safety 12-month position, (100%) Range 36, Step E + 10% Longevity + PG&D Classified Salary Schedule Eff. 07/01/2025 – 10/31/2025 PN FCC899-TR</p>
Resendiz, Beatriz	FC	<p>Student Services Technician/CalWORKS (100%)</p> <p>Extension of Temporary Change in Assignment To: NOCE Student Services Technician/Counseling and Student Services 12-month position (100%) Range 33, Step E + 10% Longevity Classified Salary Schedule Eff. 07/01/2025 – 02/28/2026 PN SCC927 – TR</p>
Roberts, Nicole	NOCE	<p>Instructional Assistant/DSS (75%)</p> <p>Extension of Temporary Increase in Percent Employed From: 75% To: 100% Eff. 07/01/2025 – 06/30/2026</p>
Rodriguez-Yokana, Stephanie	FC	<p>Student Services Specialist/Student Affairs (100%)</p> <p>Extension of Temporary Change in Assignment To: NOCE Interim Manager, CTE Program 12-month position (100%) Range 14, Column B + PG&D Management Salary Schedule</p>

Eff. 07/01/2025 – 06/30/2026
PN SCM974 – TR

Sanchez, Anita	NOCE	<p>Instructional Assistant/High School Lab (100%)</p> <p>Permanent Increase in Months Employed From: 11-month To: 12-month Eff. 07/01/2025</p>
Santana, Layna	FC	<p>Production Center Coordinator (100%)</p> <p>Extension of Temporary Change in Assignment To: Business Office Specialist 12-month position (100%) Range 40, Step C +25% Longevity + PG&D Classified Salary Schedule Eff. 07/01/2025 – 09/30/2025 PN FCC588 – TR</p>
Somoano, Dominique	CC	<p>Administrative Assistant I, Vocational Tech. Off. (100%)</p> <p>Extension of 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. 07/01/2025 – 09/30/2025 PN SCC929 – TR</p>
Veloz, Gypsy	NOCE	<p>Instructional Aide/High School Lab (50%)</p> <p>Permanent Change of Months Employed From: 11-month (50%) To: 12-month (50%) Eff. 07/01/2025 PN SCC980</p>
Wilson, Brandi	FC	<p>Administrative Assistant II, EOPS (100%)</p> <p>Extension of Temporary Change in Assignment To: Student Services Coordinator 12-month position (100%) Range 43, Step C + 5% Longevity Classified Salary Schedule Eff. 07/01/2025 – 09/30/2025 PN FCC562 – TR</p>

PROFESSIONAL GROWTH & DEVELOPMENT

Abou Khoud, Hussein	AC	Building Maintenance Coordinator (100%) 4 th Increment (\$400) Eff. 07/01/2025
Arellano, Alexis	CC	Dental Hygiene Clinical Technician (100%) 5 th Increment (\$400) Eff. 07/01/2025
Beck, Megan	FC	Admissions and Records Analyst (100%) 3 rd Increment (\$400) Eff. 07/01/2025
Chacon, Benjamin	CC	Campus Safety Officer II (100%) 4 th increment (\$400) Eff. 07/01/2025
Corona, Shontel	NOCE	Student Records Coordinator (100%) 5 th Increment (\$400) Eff. 07/01/2025
Critchlow, Adam	FC	Theater Production Coordinator (100%) 3 rd Increment (\$400) Eff. 07/01/2025
Domingo, Diana	CC	Administrative Assistant II (100%) 3 rd Increment (\$400) 4 th Increment (\$400) Eff. 07/01/2025 5 th Increment (\$400) Eff. 07/01/2026
Gutierrez, Danny	FC	Campus Safety Officer II (100%) 1 st Increment (\$400) 2 nd Increment (\$400) Eff. 07/01/2025
Jorgensen, Cari	CC	Web Content Specialist (100%) 1 st Increment (\$400) Eff. 07/01/2025
Ortega, Gloria	CC	Executive Assistant II (100%) 2 nd Increment (\$400) Eff. 07/01/2025
Treminio, Heather	FC	Curriculum Specialist (100%) 1 st increment (\$400) Eff. 07/01/2025
Vorathavorn, Julie	CC	Health Services Specialist (\$100%) 3 rd Increment (\$400) 4 th Increment (\$400)

Eff. 07/01/2025

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Alfajora, Jonette	DS	Payroll Specialist (100%) 6% Stipend Eff. 07/01/2025 – 12/31/2025 PN DEC925
Esquivel, Roland	NOCE	Campus Safety Coordinator (100%) 8% Stipend Eff. 07/01/2025 – 09/30/2026 PN SCC849
Guy, Lorri	NOCE	Program Coordinator, DSS (100%) 10% Stipend Eff. 07/01/2025 – 06/30/2026 PN SCC832
Nguyen, Cattien	AC	Payroll Lead (100%) 6% Stipend Eff. 07/01/2025 – 12/31/2025 PN DEC931
Schoepf, Julie	NOCE	Executive Assistant III, President's Office (100%) 6% Stipend Eff. 07/01/2025 – 06/30/2026 PN SCN999

STIPEND FOR ADDITIONAL MANAGEMENT DUTIES

Cox, Terry	NOCE	Director, Administrative Services (100%) 5% Stipend Eff. 07/01/2025 – 06/30/2026 PN SCM972
Stanco, Gabrielle	AC	Director 3 (D3) - Data Analytics/Bus. Intelligence (100%) 10% Stipend Eff. 07/01/2025 – 08/31/2025 PN DEM971

LEAVES OF ABSENCE

@00306603	FC	Student Servies Specialist Military Leave Without Pay Eff. 05/27/2025 – 06/13/2025 (Consecutive Leave)
@01177728	FC	Family Medical Leave (FMLA/PDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 8/28/2025 – 10/23/2025 (Consecutive Leave)

@00109258	FC	Campus Safety Officer Unpaid Personnel Leave Eff. 05/03/2025 – 05/07/2025, 05/10/2025 & 05/11/2025
@01995032	FC	Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 8/18/2025 through 8/29/2025 (Consecutive Leave)
@01821658	FC	Family Medical Leave (FMLA/PDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 6/17/2025 – 7/29/2025 (Consecutive Leave)
@01549231	AC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 6/09/2025 – 6/15/2025 (Consecutive Leave)
@00157690	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 6/10/2025 – 7/28/2025 (Consecutive Leave)
@00007203	CC	Admissions and Records Specialist (100%) Classified Staff Development Leave with Pay Eff. 07/01/2025 – 12/31/2025
@01134271	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 6/02/2025 – 6/08/2025 (Consecutive Leave)
@01879618	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 6/11/2025 – 12/11/2025 (Intermittent Leave)

Item 5.c: By the block vote, authorization was granted for the assignment of professional experts per the professional expert listing.

(See Supplemental Minutes #1364 for a copy of the professional expert personnel listing.)

Item 5.d: By the block vote, authorization was granted for the assignment of hourly personnel per the hourly personnel listing.

(See Supplemental Minutes #1364 for a copy of the hourly personnel listing.)

Item 5.e: By the block vote, authorization was granted for the assignment of volunteers per the volunteer listing.

(See Supplemental Minutes #1364 for a copy of the volunteer personnel listing.)

GENERAL

Item 6.a: Board President Jeffrey P. Brown asked if there were any requests for potential future agenda items. He noted that Trustee Ryan Bent reminded the Board of its prior discussion to establish a Board Policy Committee.

Trustee Mark Lopez reiterated his desire to have the Board revisit the resolution passed by the Board in 2017 in support of students and privacy of student records at the next meeting. He noted that the District website has not updated to prominently display immigration related information and resources and suggested sharing a districtwide email. He also inquired about any policies that are in place for staff when immigration enforcement visits occur on campus or during community events.

CHANCELLOR'S STAFF COMMENTS

Valentina Purtell reported that the NOCE Pharmacy Technician Program was fully reaccredited, and the newly developed Advanced Pharmacy Technician Program was granted full 6-year dual accreditation status with no findings from the Pharmacy Technician Accrediting Commission. She congratulated **Julie Shields**, Program Lead, the entire Pharmacy Technician faculty team, and **Tina McClurkin**, Interim Associate Dean, on the tremendous accomplishment. She announced that the NOCE Fall Class Schedule is now available online and will be followed by a printed mailer. The schedule includes new program offerings, such as Disability Support Services (DSS) career exploration certificates and a new series of workforce preparation ESL certificates. President Purtell shared that as part of the partnership with United Domestic Workers (UDW), NOCE hosted the annual celebration luncheon on June 11 and thanked the Chancellor for attending.

Cynthia Olivo reported on recent Fullerton College enrollment efforts which included the Outreach Department serving 2,400 first-time freshmen in Future Hornet Sessions before they finished high school, enrolling over 1,000 students for summer orientations, and offering dual enrollment Ethnic Studies classes for over 240 Anaheim Union High School District students this summer. She also shared that she established an "All Hands-on Deck" Deans Subcommittee which includes 17 strategies to increase enrollment. She announced that the College received a Best of the Best Award at the Printing Industries Association Awards for the 2023–2024 edition of "Inside Fullerton" magazine and recognized faculty leads **Jessica Langlois**, **Steven Klippenstein**, and **Ben Cuatt**. President Olivo concluded her report by noting that discussion of the Fullerton College Mission Statement will resume in the fall when governance groups are back in session and she can share the Board's feedback with them.

Scott Thayer reported that the Cypress College summer session has produced a 19% increase in FTES and serving nearly 7,000 students with a 92% fill rate. He thanked his team for providing the courses students need to complete their programs of study while also helping the College meet their goal of restoring enrollment. He noted that the Cypress College Foundation Board will hold its annual planning session on June 27 and thanked **Howard Kummerman** and his team for their work to help align the Foundation's efforts with the College's goals. President Thayer also thanked the Legacy Program for sponsoring a Juneteenth seminar with keynote address by Ernie Bridges, and shared that Cypress College would host the City's "Salute to America" event on June 27. In closing, he

acknowledged **Kathleen Reiland**, who attended her last Board meeting prior to retirement, for her 25 years of service to Cypress College.

Irma Ramos reported that the District and Adjunct Faculty United reached a tentative agreement and publicly acknowledged members of both negotiations' teams for their commitment and efforts.

Cherry Li-Bugg expressed her gratitude to the Board for allowing her the privilege to serve as the inaugural Vice Chancellor of Educational Services & Technology and acknowledged members of Chancellor's Staff, the resource table, and colleagues across the District for collaborating to advance student success and equity.

RESOURCE TABLE PERSONNEL COMMENTS

Karla Frizler thanked members of the 2024-25 DMA Executive Board for their service and leadership over the past year and announced the 2025-26 officers which include her continuing as President and **Rosanna Islas** as Vice President/President Elect.

She acknowledged the deep concern many managers across the District are feeling in response to recent events affecting our most vulnerable student populations, and from the frontline employees who are supporting students who carry fear and uncertainty onto our campuses, and urged all managers to check in with their employees.

Elaine Loayza urged the Board to review the rationale for the flat lump sum/progressive percent increase proposal by the CSEA negotiations team which strikes a balance between fiscal prudence and fairness by offering true support for classified employees.

Marlo Smith expressed her gratitude to **Chancellor Byron D. Cliff Breland** for convening the new faculty workgroup that involves the participation of academic senate and both faculty unions to work together more collaboratively with the ultimate goal of creating the most effective student-centered environment. She announced that Adjunct Faculty United reached a tentative agreement with the District that includes amazing strides including a healthy salary increase and enshrining of part-time faculty health insurance benefits. She thanked **Vice Chancellor Irma Ramos** and **Associate Vice Chancellor Julie Kossick** for their dedication and willingness to help adjuncts procure a better contract, and thanked the Board for their support.

She noted that while she was excited about the new contract, in some ways it seems meager given the current fate of the country and the increasing presence of ICE across the country and locally, which is distressing on an entirely unfathomable and surreal level. She shared her appreciation for the meetings hosted by NOCE to help give clear directives to instructors in the ESL Department should an immigration raid occur on campus, and concluded her report by noting that our students are not illegal and no human being is illegal either.

MEMBERS OF THE BOARD OF TRUSTEES COMMENTS

Student Trustee Kristine Nacu thanked everyone for the warm welcome as she begins her term as student trustee and for the onboarding support and guidance from the Chancellor, **Trustee Barbara Dunsheath**, and the NOCE President. She stated she looked forward to participating in several upcoming events and new initiatives like hosting office hours to engage with students and attending NOCE Opening Day on August 25.

Student Trustee Samiy Castillo Bolivar thanked **Chancellor Byron D. Clift Breland** and **President Cynthia Olivo** for their comments and offers of support and resources to undocumented students and in the community. He announced that **Joel Salcedo** has been selected as the new Fullerton College Associated Students faculty advisor, praised the College for hosting healing circles, reported on his attendance at a free speech and journalism conference in Philadelphia, and shared that he wrote about the OCMA Museum new biannual exhibit for the student newspaper.

Student Trustee Zachary Colinco reported that the Cypress College Associated Students Executive Board will hold an informal meeting in July to prepare for the new school year and has also discussed support options for students in light of current events.

Trustee Mark Lopez reported on his participation at the June 14 “No Kings Rally” in Anaheim to exercise his first amendment rights, the recent Fullerton Museum Center Board meeting, and the Day of Music event in downtown Fullerton.

Trustee Evangelina Rosales thanked the Chancellor for addressing recent events impacting the community, expressed her support for students and members of the community, and highlighted the need to know their rights, learn about resources, and prioritize their mental health.

Trustee Barbara Dunsheath reported on her attendance at the California Community College Trustees Board meeting where much of the discussion centered on the State and federal budgets, but also included proposed legislation to establish baccalaureate degrees in nursing to address the State’s nursing shortage and revisions to Vision 2030. She shared that she met with the new student trustees and expressed appreciation to **Cherry Li-Bugg** for her service and contributions to the District upon her retirement.

PUBLIC COMMENTS ON NON-AGENDA & CLOSED SESSION ITEMS:

Aaron Pilkey, Cypress College Classified Staff, addressed the Board to draw attention to the income inequality that exists within the District between the top 10 income earners who average over \$350,000 per year and custodians who earn less than the Orange County low-income average. He urged the Board to provide a generous offer that includes retroactive pay so classified employees can afford to live.

Belinda Allen, read a statement on behalf of **Christina Mix**, outlining the District’s service area and the ethnic and professional diversity of the CSEA members who serve the area residents. She noted that classified staff are the only District constituency that work 24-7 and highlighted the departments they serve in and the various classifications.

Pamela Spence, District Services Classified Staff, urged the Board to consider the CSEA lump sum proposal in order to help offset the rise in costs since the last time their members received a raise, and progressive percent increases to reduce income disparities in an equitable manner.

Seija Rohkea, Fullerton College Classified Staff, provided a statement for the record in support of classified professionals and fair compensation for the essential work they provide. She asked the Board to support the CSEA proposal, including retroactive compensation, and provide a raise that reflects the value that classified bring to the District.

(See Supplemental Minutes #1364 for the full statement.)

Annika Shellenbarger, Fullerton College Classified Staff, shared her desire that the Board deeply consider retroactive pay noting the personal impact it had when she received backpay after her position was reclassified. She thanked the academic/faculty senates for their support of a resolution to add the Classified Senate to Title 5.

CLOSED SESSION: At 7:22 p.m., Board President Jeffrey P. Brown adjourned the meeting to closed session per the following sections of the Government Code and reported that there may be a read out:

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 Education Code Section 72122: CONSIDERATION OF STUDENT EXPULSION: One (1) case.

Per Section 54956.8: CONFERENCE WITH REAL PROPERTY NEGOTIATOR.

Property:	444 E. Chapman Avenue, Fullerton CA 92832 (APN 033-072-04 & 033-072-11)
Negotiation Party:	Fred Williams, Vice Chancellor, Finance & Facilities
Under Negotiations:	Terms and Conditions of Purchase

RECONVENE MEETING: At 9:17 p.m., Board President Jeffrey P. Brown reconvened the meeting in open session and reported the following action taken in closed session:

It was moved by Trustee Ryan Bent and seconded by Trustee Evangelina Rosales to uphold the District's Administrative Determination to expel a student. **Motion carried with Trustees Bent, Brown, Dunsheath, E. Lopez, M. Lopez, and Rosales voting yes.**

ADJOURNMENT: At 9:18 p.m., it was moved by Trustee Mark Lopez and seconded by Trustee Barbara Dunsheath to adjourn the meeting. **Motion carried with Trustees Bent, Brown, Dunsheath, E. Lopez, M. Lopez, and Rosales voting yes.**