

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

May 18, 2026

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

NOW, THEREFORE, the Parties hereto agree as follows:

The provisions of this Agreement are effective upon ratification by the United Faculty membership and adopted by the Board of Trustees. This constitutes the complete and final settlement and obligation of the parties with respect to reopener negotiations for 2025-2026.

ARTICLE 13 – LEAVES OF ABSENCE

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

13.1 **BEREAVEMENT LEAVE**

13.1.1 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 a Unit Member’s spouse. For purposes of bereavement leave, “spouse” includes the domestic partner of a Unit Member as defined by section 297 of the California Family Code. Unit Members may use bereavement on nonconsecutive days for up to ninety (90) days after the death of the family member.

13.1.2 Time may be taken ~~as provided in section 13.1.3~~ 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:

13.1.2.1 Brother or sister of the Unit Member or the Unit Member’s spouse;

13.1.2.2 Brother-in-law or sister-in-law of the Unit Member or the Unit Member’s spouse;

13.1.2.3 Son-in-law or daughter-in-law of the Unit Member or the Unit Member’s spouse;

13.1.2.4 Grandparent or grandchild of the Unit Member or the Unit Member’s spouse;

13.1.2.5 Aunt or uncle of the Unit Member or the Unit Member’s spouse;

13.1.2.6 Niece or nephew of the Unit Member or the Unit Member’s spouse;

13.1.2.7 Any person who has lived in the immediate household of the Unit Member and was recognized as a family member.

13.1.3 ~~Three (3) days with pay are allowed for absences due to the death of immediate family members specified in section 13.1.2 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 13.1.2 residing out of state or residing in or north of the following counties:~~

~~Monterey~~ ~~Mariposa~~
~~San Benito~~ ~~Mono~~
~~Merced~~

13.1.~~3~~4 No deduction shall be made from the salary of a Unit Member for authorized bereavement leave, nor shall such leave be deducted from leave otherwise granted under the Education Code, or as provided by the District.

13.1.~~5~~4 A Unit Member who is absent because of bereavement leave shall certify on a form provided by the District that such absence was due to bereavement as provided herein.

13.7 PERSONAL OR PROFESSIONAL LEAVE

13.7.1 A Unit Member may be granted an unpaid leave of absence for personal or professional reasons. Such leaves of absence may be for professional or personal matters for which there is no other leave provision or for which other leave provisions have been exhausted. Such unpaid leaves may include, but are not limited to, leaves for personal health, family concerns, professional development, and other personal or professional needs. As such leaves are unpaid, if denied, the District must show reason that such leave will threaten serious ~~determent~~ detrimnt to, or termination of, campus programs. Each request shall be considered on its own merit, and a determination will be made utilizing the standards set forth in this article.

13.7.1.1 Unpaid leaves of absence are available for up to one (1) consecutive academic or calendar semester or for one (1) school year. Unit Members may request a shorter period of time when warranted by the circumstances. Emergency unpaid leaves of absence may be granted for other periods of time.

13.7.1.2 Requests for consideration for unpaid leaves are to be submitted to the Immediate Management Supervisor not less than one (1) month prior to the requested effective date of the beginning of the unpaid leave of absence. Leaves may be considered that are submitted in lesser periods of lead time should compelling reasons be evidenced for which the recipient would have been reasonably unaware at an earlier date.

13.7.1.3 The Immediate Management Supervisor, within five (5) working days of application, shall make a recommendation to the President or designee for approval or denial of the unpaid leave of absence request. The President or designee shall make a recommendation to the Chancellor or designee within five (5) working days of the Immediate Management Supervisor recommendation. The Chancellor or designee shall notify the Unit Member of the decision within ten (10) working days from the date the request was received by the Chancellor or designee.

13.7.1.3.1 If the leave is approved, the request must be approved by the Board of Trustees prior to the unpaid leave commencing.

13.7.1.3.2 If the leave is denied, the decision may be appealed as follows: and shall notify the Unit Member of the recommendation. The President or designee shall, within five (5) days of receipt of the Immediate Management Supervisor's recommendation, approve or deny the request for unpaid leave of absence. Approval by the President or

~~designee shall be final if in favor of the applicant. Should the leave request be denied, the decision may be appealed in the following manner.~~

13.7.1.3.1 Within five (5) working days of denial, the applicant may request that a committee of three (3) members be selected to review the request for the unpaid leave, selected as follows:

13.7.1.3.1.1 one Unit Member ~~will be selected to serve~~ by the individual requesting the leave;

13.7.1.3.1.2 one administrative member ~~will be~~ selected by the Immediate Management Supervisor;

13.7.1.3.1.3 one Unit Member ~~will be~~ appointed by the appropriate Program Review Committee ~~Academic Senate President~~.

13.7.1.3.2 The three (3) member committee shall, within ten (10) working days after convening, forward to the ~~Chancellor or designee~~ President a recommendation to grant or deny the request for an unpaid leave.

13.7.1.3.3 The ~~Chancellor or designee~~ President, after due consideration of the committee's recommendation, shall render a decision. If the leave is denied, it shall not be for arbitrary or capricious reasons. The candidate shall be notified in writing of the decision of the ~~Chancellor or designee~~ President within ten (10) working days from the date the appeals committee renders its recommendation to the ~~President~~ Chancellor or designee.

13.7.1.3.4 If approved, the leave shall not result in a loss of tenure. The approved Unit Member shall have the right to return to an assignment within their Faculty Service Area. For non-tenured Unit Members, this leave will pause their tenure track status and resume upon their return. Unit Member's must fulfill the tenured track requirements.

13.7.1.3.5 Unit Members on an unpaid leave of absence shall have the option to continue health and welfare coverage at the Unit Members expense. The cost of coverage to the Unit Member is 102% of the costs of benefits. Cost of Benefits can be viewed by accessing District Forms & Information – Employee Benefits – All Documents within the Employee Portal.

ARTICLE 20 **SALARY PROVISIONS** **CONTRACT AND REGULAR FACULTY**

ARTICLE 20 – SALARY PROVISIONS, CONTRACT AND REGULAR FACULTY, shall remain unchanged except for the following amendment(s):

20.5 COMPENSATION FOR ADDITIONAL DUTY

20.5.1 Pay for additional duty shall be determined as specified by the appropriate salary schedule.

20.5.2 A Unit Member whose assigned schedule results in excessive work hours which would significantly exceed the number of duty days satisfying the District's requirements under the Education Code shall be paid off a pro-rata basis of the regular contract salary schedule.

20.5.3 Based on a normal teaching load of thirty (30) units per year or fifteen (15) units per semester or the equivalent normal load determined by hours per week, Unit Members will be allotted reassigned time amounting to the current policy.

20.5.4 Compensation for additional duty days are for the academic year. not heretofore described shall be determined by negotiation with the Association.

20.5.5 Athletics/Automotive

20.5.5.1 Faculty who assume assignments as men's and women's head coaches, assistant coaches in athletics, Director of T-Ten and Director of Mazda programs shall be compensated on the basis of an eleven (11) month contract.

20.5.5.2 In addition to the eleven (11) month compensation, head coaches and assistant coaches shall receive five (5) additional duty days for participation in post-season play, per assigned sport.

~~20.5.5.1 The workload for head football, basketball, track and field, baseball and softball coaches (men and women) shall be additional fifteen (15) days compensation.~~

~~20.5.5.2 The workload for other head coaches shall be an additional thirteen (13) days compensation.~~

~~20.5.5.3 The workload for assistant coaches of football, basketball, track and field, baseball and softball shall be an additional eleven (11) days compensation.~~

~~20.5.5.4 The workload for all other assistant coaches shall be an additional eight (8) days compensation.~~

20.5.6 Theater

20.5.6.1 The workload for Theater Technical Director and Managing Director of Theater Programming shall be an additional fifteen (15) days compensation.

20.5.6.2 The workload for Resident Designer shall be an additional thirteen (13) days compensation.

20.5.6.3 The workload for Artistic Director-Resident Theater Company shall be an additional eleven (11) days compensation.

20.5.6.4 The workload for Directors of Drama/Musical Productions, ~~Director of High School Conservatory~~, and Coordinator of High School Theater Festivals shall be an additional six (6) days compensation.

20.5.7 Music

20.5.7.1 The workload for Directors of Concert Choir, Chamber Singers, Vocal Jazz Ensemble, Bravo Ensemble, Concert Band, Jazz Band, ~~Dixie Band~~, and Orchestra, shall be an additional eleven (11) days compensation.

20.5.7.2 The workload for Directors of Community Band, ~~Concert Band, Chamber Singers, and Vocal Jazz Ensemble~~ shall be an additional eight (8) days compensation.

20.5.7.3 The workload for Directors of Master Chorale, Collegiate Choral, Electronic Music Ensemble, jazz ensemble, and Woman's Choral shall be an additional six (6) days compensation.

20.5.8 Dance

The workload for Directors of Dance Production Performances shall be an additional eight (8) days compensation.

20.5.9 Forensics

The workload for Forensics Coach shall be an additional ~~eleven (11)~~ fifteen (15) days compensation.

20.5.10 Journalism

The workload for Campus Student Newspaper Advisor shall be an additional six (6) days compensation.

20.5.10 Director Dental Hygiene/Co-Director Dental Hygiene

The Director Dental Hygiene/Co-Director Dental Hygiene workload may be up to an additional forty (40) days compensation in total. The additional duty days shall be tracked and submitted to the immediate management supervisor for approval.

20.5.10.1 the Director Dental Hygiene/Co-Director Dental Hygiene shall include the following: provide leadership for the department of dental hygiene in all professional matters including accreditation, program/course development, marketing, coordinating activities, maintain high quality performance in teaching, research, supervise student recruitment, admissions policies/procedures, academic advising, provide direction guidance/leadership for faculty including distribution of workload, committee assignments, faculty/staff development, collaborate with the Dean to evaluate classified staff/adjunct faculty performance annually or as required, oversee/manage clinical laboratory facilities/equipment, maintain essential records, coordinate faculty assignments, schedule dental hygiene classes, and other services as assigned.

For the District

Date

For United Faculty

Date

 5/18/2026
VC, Human Resources

Steven Estrada 5/19/2026
President

 5/18/2026
AVC, Human Resources

 5/19/2026
Vice President