



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

**MEETING:** Second Meeting in September 2014

**DATE:** Tuesday, September 23, 2014, at 5:30 p.m.

**PLACE:** Anaheim Campus Board Room  
1830 W. Romneya Drive, Anaheim, CA 92801

Welcome to this meeting of the North Orange County Community College District Board of Trustees. If you wish to address the Board, please complete a yellow card entitled "Request to Address Board of Trustees" and submit it to the Board's Recording Secretary. These cards are available at the podium outside 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, according to rules of the Board. Members of the public wishing to address matters not on the agenda will be invited to do so under "Comments: Members of the Audience" at the beginning of the meeting. The Board reserves the right to change the order of the agenda items as the need arises.

**AGENDA:**

1. a. **Pledge of Allegiance to the Flag**
- b. **Board of Trustees Roll Call**
- c. **Comments: Members of the Audience** Members of the public may address the Board regarding items on the Agenda as such items are taken up, subject to regulations of the Board. All Board meetings, excluding closed sessions, shall be electronically recorded.
- d. **Consider Personnel block-vote items indicated by [ ] in Section 3**

Agenda items designated as block-vote items with [ ] are considered by the Board of Trustees to either be routine or sufficiently supported by back-up information so 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.

An exception to this procedure may occur if a Board member requests a specific item be removed from block-vote consideration for separate discussion and a separate vote. Members of the public completing a card entitled, "Request to Address Board of Trustees" on an item removed from block-vote consideration will be heard prior to the Board's vote on that item.

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 at the Chancellor's Office, 1830 W. Romneya Drive, Anaheim, CA 92801, during regular business hours (8:00 a.m. to 5:00 p.m.).

- f. **Reports:**
  - Chancellor**
    - \* **Honor Cypress College, Fullerton College, and School of Continuing Education Employees of the Year.**
  - College Presidents/Provost**
- g. **Comments:**
  - Resource Table Personnel**

**Members of the Board of Trustees**

- 2. a. **Approval of Minutes of the Regular Meeting of September 9, 2014.**
- b. **CLOSED SESSION: Per the following sections of the Government Code:**

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

**Per Section 55957: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE.**

**Per Section 54956.9(a) - CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION: One (1) Potential Case.**

**Claimant: Porcia Ruiz and Gabriela Rodas**  
**Agency Claimed Against: NOCCCD**

- 3. **HUMAN RESOURCES**

- [a] Request approval of the following items concerning academic personnel:

- Retirement
- Change in Salary Classification
- Additional Duty Days @ Per Diem
- Temporary Academic Hourly

- [b] Request approval of the following items concerning classified personnel:

- Retirement
- Resignation
- New Personnel
- Change in Start Date
- Rehire
- Promotion
- Professional Growth & Development
- 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 agreement with respect to the salary increase between CSEA and its Chapter #167 and the District, and approval of the revised Classified Salary Schedule.
- g. Request approval of the agreement with respect to the salary increase between the Confidential Employees Group and the District, and approval of the revised Confidential Salary Schedule.

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 Violet Ayon, Recording Secretary of the Board, (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.

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**

**TO:** BOARD OF TRUSTEES Action X  
**DATE:** September 23, 2014 Resolution \_\_\_\_\_  
Information \_\_\_\_\_  
**SUBJECT:** Academic Personnel Enclosure(s) X

**BACKGROUND:** Academic personnel matters within budget.

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

**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

3.a.1  
\_\_\_\_\_  
Item No.

RETIREMENT

Ward, Carol	FC	Cosmetology Instructor Eff. 05/24/2015 PN FCF704
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CHANGE IN SALARY CLASSIFICATION

Gyorody, Andrea	CC	Art Instructor (ADJ) From: Column 1, Step 0 To: Column 2, Step 0 Eff. 08/25/2014
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Vu, Tim	CC	Mathematics Instructor (ADJ) From: Column 1, Step 0 To: Column 2, Step 0 Eff. 08/25/2014
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ADDITIONAL DUTY DAYS @ PER DIEM

Alhadeff, Andrew	CC	Head Coach, Men's Basketball	15 days
Beidler, Larry	CC	Head Coach, Wmn's Water Polo	13 days
Mohr, Margaret	CC	Head Coach, Wmn's Basketball	15 days
Welliver, Nancy	CC	Head Coach, Wmn's Volleyball	13 days

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2014 FALL SEMESTER,  
TRIMESTER

Aoun, Diana	SCE	Column 1, Step 0
Barney, Heather	SCE	Column 2, Step 0
Brayshaw, Brent	SCE	Column 1, Step 0
Chemama, Maryline	FC	Column 3, Step 0
Clovis II, David	CC	Column 1, Step 0
Collins, Raheem	SCE	Column 1, Step 0
Denty, Steven	CC	Column 1, Step 0
Dinh, Uyen	SCE	Column 2, Step 0
Gonzalez-Stone, Debra	SCE	Column 1, Step 2
Hug, Daniel	SCE	Column 2, Step 0
Johnson, Sandra	SCE	Column 1, Step 0
Karaffa, Debora	SCE	Column 2, Step 0
Matlock, Ursula	SCE	Column 2, Step 0
Miranda, Pavielle	CC	Column 1, Step 0
Morgan, Vykki	CC	Column 2, Step 0
Most, Rosemary	FC	Column 2, Step 0
Nofle, James	CC	Column 1, Step 0
Nolasco, Jennifer	SCE	Column 2, Step 0

Academic Personnel  
September 23, 2014

Noor, Deanna Dulce	SCE	Column 2, Step 0
Park, Moses	SCE	Column 1, Step 0
Rose, Rachel	SCE	Column 1, Step 0
Sorooshian-Tafti, Rose	SCE	Column 1, Step 0
Widler, Brittney	SCE	Column 1, Step 0
Wiggins, Christopher	FC	Column 1, Step 0

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Navarro, Rocio	FC	Column 1, Step 0
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**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**

**TO:** BOARD OF TRUSTEES Action X  
**DATE:** September 23, 2014 Resolution \_\_\_\_\_  
Information \_\_\_\_\_  
**SUBJECT:** Classified Personnel Enclosure(s) X

**BACKGROUND:** Classified personnel matters within budget.

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

**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

3.b.1  
\_\_\_\_\_  
Item No.

Classified Personnel  
September 23, 2014

RETIREMENT

Aranda, Maureen           FC   Facilities Custodian I  
12-month position (100%)  
Eff. 11/01/2014  
PN FCC958

RESIGNATION

Espinoza, Michael       AC   Facilities Custodian I  
12-month position (100%)  
Eff. 09/10/2014  
PN DEC945

NEW PERSONNEL

Barba, Yolanda           SCE  Administrative Assistant I  
12-month position (100%)  
Range 33, Step A  
Classified Salary Schedule  
Eff. 09/24/2014  
PN SCC891

Beck, Morgan            SCE  Manager, Instructional Technology Services  
12-month position (100%)  
Range 19, Column F  
Management Salary Schedule  
Eff. 10/01/2014  
PN SCM977

Diamond, Nicole        CC   Research Analyst  
12-month position (100%)  
Range 52, Step D  
Classified Salary Schedule  
Eff. 12/01/2014  
PN CCC780

CHANGE IN START DATE

Luna, Berta              SCE  Administrative Assistant I (100%)  
From: 09/10/2014  
To:   09/15/2014  
PN SCC976



Classified Personnel  
September 23, 2014

REHIRE

Abutin, Allan                      AC    IT Project Leader  
12-month position (100%)  
Range 57, Step A + 10% Longevity + PG&D  
Classified Salary Schedule  
Eff. 10/06/2014  
PN ISC991

PROMOTION

Kraft, Rhonda                      CC    Clerical Assistant I  
12-month position (100%)  
PN CCC757  
  
To:    CC Administrative Assistant I  
12-month position (100%)  
Range 33, Step E + 5% Longevity + PG&D  
Classified Salary Schedule  
Eff. 10/15/2014  
PN CCC964

McPheron, Jason                      AC    IT Specialist, Systems Applications  
12-month position (100%)  
PN ISC976  
  
To:    AC IT Project Leader  
12-month position (100%)  
Range 57, Step A + 10% Longevity  
Classified Salary Schedule  
Eff. 09/24/2014  
PN ISC971

PROFESSIONAL GROWTH & DEVELOPMENT

Cotton, Antionese                      FC    Administrative Assistant II (100%)  
1<sup>st</sup> Increment (\$350)  
Eff. 07/01/2015

Donegan, Melanie                      FC    Laboratory Clerk/Ceramics (50%)  
1<sup>st</sup> Increment (\$175)  
Eff. 07/01/2015

Luna, Berta                              SCE    Administrative Assistant II (100%)  
1<sup>st</sup> Increment (\$350)  
Eff. 07/01/2015

LEAVES OF ABSENCE

Caddick, Leslie	CC	Facilities Custodian I (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 09/08/2014 – 11/10/2014 (Consecutive Leave)
Cockcroft, Elizabeth	FC	Administrative Assistant III (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 09/15/2014 – 09/14/2015 (Intermittent Leave)
Harrington, Bret	CC	Facilities Security Officer (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 10/01/2014 – 12/30/2014 (Consecutive Leave)
Ratnapala, Shajith	CC	Campus Safety Officer (50%) Military Leave with Pay Eff. 10/01/2014 – 10/31/2014
Wafer, Cynthia	FC	Administrative Assistant II (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Until Exhausted; Unpaid Thereafter Eff. 09/02/2014 – 09/19/2014 (Consecutive Leave)

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**

**TO:** BOARD OF TRUSTEES Action X  
**DATE:** September 23, 2014 Resolution \_\_\_\_\_  
**SUBJECT:** Professional Experts Information \_\_\_\_\_  
Enclosure(s) X

**BACKGROUND:** Professional Experts within budget.

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

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

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

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

Irma Ramos

Recommended by

Approved for Submittal

3.c.1

Item No.

Professional Experts  
September 23, 2014

PROFESSIONAL EXPERTS

Name	Site	Job Classification	Project Title	Max Permitted Hours per Week	Begin	End
Alexander, John	CC	Project Manager	Perkins Grant – Project Manager	4	09/16/2014	06/15/2015
Blanchard, Donald	CC	Technical Expert II	T-TEN Toyota Technical Education Network Coordinator	10	09/11/2014	12/12/2014
Bodeen, Robert	FC	Project Expert	Incite – Academic Support for Student Athletes	26	08/25/2014	12/19/2014
Diaz, Carolina	FC	Project Expert	Research	26	09/10/2014	12/23/2014
Ellis, Eden	FC	Project Expert	Graduate Student Internship Program	26	08/25/2014	12/12/2014
Goldstein, Jay	FC	Technical Expert II	Centennial Video Production	20	09/15/2014	12/31/2014
Gomez, Rebecca	CC	Technical Expert II	Staff Development	5	09/10/2014	01/31/2015
Graham, James	SCE	Technical Expert II	CACT Disneyland Resort Customized PLC Training	4	09/09/2014	12/12/2014
Hicks, Joel	FC	Project Expert	French Specialist	12	09/02/2014	12/12/2014
Johnstone, Deborah	SCE	Project Coordinator	SoCal Sheet Metal JATC	26	09/17/2014	10/17/2014
Martinez, Mario	CC	Technical Expert I	Perkins Grant – Tourism	2	08/27/2014	12/12/2014
McCormick, Steve	CC	Technical Expert I	Perkins Grant – Tourism	2	08/27/2014	12/12/2014
Mucino, Patricia	CC	Project Expert	STEM Grant	20	09/01/2014	10/15/2014
Nabahani, Melanie	CC	Technical Expert I	Title V English Success Center Program Development	10	09/16/2014	10/01/2014
Smith, Geoffrey	FC	Project Coordinator	ESP – Entering Scholars Program (BSI project #4)	10	09/01/2014	06/30/2015
Sober, Dustin	FC	Project Expert	Incite – Academic Support for Student Athletes	20	08/25/2014	12/05/2014
Sprayberry, Brad	CC	Project Expert	Perkins Grant – Tourism	2	09/24/2014	12/12/2014
Williams, Susan	CC	Technical Expert I	Nursing Enrollment Growth Grant	15	09/10/2014	05/22/2015
Zanone, Daniel	FC	Project Coordinator	CTE/STEM Community Collaborative Project	20	09/10/2014	12/31/2014

Professional Experts  
September 23, 2014

SCE TUITION PROGRAMS

Name	Salary	Trimester	Max Permitted Hours per Week
Austin, Lance	Tuition Rate	Fall Trimester	26
Austin, Lance	Tuition Rate	Winter Trimester	26
Austin, Lance	Tuition Rate	Spring Trimester	26
Bae, Anna Marie	Tuition Rate	Fall Trimester	26
Bae, Anna Marie	Tuition Rate	Winter Trimester	26
Bae, Anna Marie	Tuition Rate	Spring Trimester	26
Balogh, Julianna	Tuition Rate	Fall Trimester	26
Balogh, Julianna	Tuition Rate	Fall Trimester	26
Balogh, Julianna	Tuition Rate	Fall Trimester	26
Brainard, Wanda	Tuition Rate	Fall Trimester	26
Brainard, Wanda	Tuition Rate	Winter Trimester	26
Brainard, Wanda	Tuition Rate	Spring Trimester	26
Chan, Margie	Tuition Rate	Fall Trimester	26
Chan, Margie	Tuition Rate	Winter Trimester	26
Chan, Margie	Tuition Rate	Spring Trimester	26
Carrillo, Vanessa	Tuition Rate	Fall Trimester	26
Chavez, Sandra	Tuition Rate	Fall Trimester	26
Chavez, Sandra	Tuition Rate	Winter Trimester	26
Chavez, Sandra	Tuition Rate	Spring Trimester	26
Chianis, Antonia	Tuition Rate	Fall Trimester	26
Chidester, Sharon	Tuition Rate	Fall Trimester	5
Chidester, Sharon	Tuition Rate	Winter Trimester	5
Chidester, Sharon	Tuition Rate	Spring Trimester	5

Professional Experts  
September 23, 2014

Cruz, Jocelyn	Tuition Rate	Fall Trimester	26
DeFazio, Kihae	Tuition Rate	Fall Trimester	26
DeFazio, Kihae	Tuition Rate	Winter Trimester	26
DeFazio, Kihae	Tuition Rate	Spring Trimester	26
Dodson, Lisa	Tuition Rate	Fall Trimester	26
Emperado, Patrick	Tuition Rate	Fall Trimester	26
Emperado, Patrick	Tuition Rate	Winter Trimester	26
Emperado, Patrick	Tuition Rate	Spring Trimester	26
Giroux, Carolina	Tuition Rate	Fall Trimester	26
Giroux, Carolina	Tuition Rate	Winter Trimester	26
Giroux, Carolina	Tuition Rate	Spring Trimester	26
Harrell, Kathleen	Tuition Rate	Fall Trimester	26
Harrell, Kathleen	Tuition Rate	Winter Trimester	26
Harrell, Kathleen	Tuition Rate	Spring Trimester	26
Hashimoto, Melissa	Tuition Rate	Fall Trimester	26
Hashimoto, Melissa	Tuition Rate	Winter Trimester	26
Hashimoto, Melissa	Tuition Rate	Spring Trimester	26
Islas, Lidia	Tuition Rate	Fall Trimester	26
Islas, Lidia	Tuition Rate	Winter Trimester	26
Islas, Lidia	Tuition Rate	Spring Trimester	26
Li, Hsiu-Ying	Tuition Rate	Fall Trimester	26
Li, Hsiu-Ying	Tuition Rate	Winter Trimester	26
Li, Hsiu-Ying	Tuition Rate	Spring Trimester	26
Jones, Brooke	Tuition Rate	Fall Trimester	26
Jones, Kimberly	Tuition Rate	Fall Trimester	26

Professional Experts  
September 23, 2014

Jones, Kimberly	Tuition Rate	Winter Trimester	26
Jones, Kimberly	Tuition Rate	Spring Trimester	26
Kalar, Jason	Tuition Rate	Fall Trimester	26
Kalar, Jason	Tuition Rate	Winter Trimester	26
Kalar, Jason	Tuition Rate	Spring Trimester	26
Kinnahan-Benavidez, Abigail	Tuition Rate	Fall Trimester	26
Kinnahan-Benavidez, Abigail	Tuition Rate	Winter Trimester	26
Kinnahan-Benavidez, Abigail	Tuition Rate	Spring Trimester	26
Kuruppu, Maduka	Tuition Rate	Fall Trimester	26
Kuruppu, Maduka	Tuition Rate	Winter Trimester	26
Kuruppu, Maduka	Tuition Rate	Spring Trimester	26
Larsen, Kristen	Tuition Rate	Fall Trimester	26
Larsen, Kristen	Tuition Rate	Winter Trimester	26
Larsen, Kristen	Tuition Rate	Spring Trimester	26
Laski, Isabelle	Tuition Rate	Fall Trimester	3
Leonard, Robert	Tuition Rate	Fall Trimester	26
Leonard, Robert	Tuition Rate	Winter Trimester	26
Leonard, Robert	Tuition Rate	Spring Trimester	26
Lomheim, Katherine	Tuition Rate	Fall Trimester	26
Lomheim, Katherine	Tuition Rate	Winter Trimester	26
Lomheim, Katherine	Tuition Rate	Spring Trimester	26
Martinez, Marcia	Tuition Rate	Fall Trimester	26
Martinez, Marcia	Tuition Rate	Winter Trimester	26
Martinez, Marcia	Tuition Rate	Spring Trimester	26
Mattoon, Susan	Tuition Rate	Fall Trimester	26

Professional Experts  
September 23, 2014

Mattoon, Susan	Tuition Rate	Winter Trimester	26
Mattoon, Susan	Tuition Rate	Spring Trimester	26
McLaughlin, Hugh	Tuition Rate	Fall Trimester	26
McLaughlin, Hugh	Tuition Rate	Winter Trimester	26
McLaughlin, Hugh	Tuition Rate	Spring Trimester	26
Moran, Randi	Tuition Rate	Fall Trimester	26
Moran, Randi	Tuition Rate	Winter Trimester	26
Moran, Randi	Tuition Rate	Spring Trimester	26
Mosley, Felton	Tuition Rate	Fall Trimester	26
Mosley, Felton	Tuition Rate	Winter Trimester	26
Mosley, Felton	Tuition Rate	Spring Trimester	26
Nichols, Carolyn	Tuition Rate	Fall Trimester	26
Nichols, Carolyn	Tuition Rate	Winter Trimester	26
Nichols, Carolyn	Tuition Rate	Spring Trimester	26
Payne, Jessica	Tuition Rate	Fall Trimester	26
Payne, Jessica	Tuition Rate	Winter Trimester	26
Payne, Jessica	Tuition Rate	Spring Trimester	26
Pyo, Connie	Tuition Rate	Fall Trimester	26
Rivera, Jose	Tuition Rate	Fall Trimester	26
Rivera, Jose	Tuition Rate	Winter Trimester	26
Rivera, Jose	Tuition Rate	Spring Trimester	26
Robinson, Dedre	Tuition Rate	Fall Trimester	26
Robinson, Dedre	Tuition Rate	Fall Trimester	26
Robinson, Dedre	Tuition Rate	Fall Trimester	26
Rosa, Steve	Tuition Rate	Fall Trimester	26



Professional Experts  
September 23, 2014

Rosa, Steve	Tuition Rate	Winter Trimester	26
Rosa, Steve	Tuition Rate	Spring Trimester	26
Scheller, Jamie	Tuition Rate	Fall Trimester	26
Scheller, Jamie	Tuition Rate	Winter Trimester	26
Scheller, Jamie	Tuition Rate	Spring Trimester	26
Stallings, Sarah	Tuition Rate	Fall Trimester	26
Stallings, Sarah	Tuition Rate	Winter Trimester	26
Stallings, Sarah	Tuition Rate	Spring Trimester	26
Struckman, Heidi	Tuition Rate	Fall Trimester	26
Struckman, Heidi	Tuition Rate	Winter Trimester	26
Struckman, Heidi	Tuition Rate	Spring Trimester	26
Struckman, John	Tuition Rate	Fall Trimester	26
Struckman, John	Tuition Rate	Winter Trimester	26
Struckman, John	Tuition Rate	Spring Trimester	26
Swanson, Dale	Tuition Rate	Fall Trimester	26
Swanson, Dale	Tuition Rate	Winter Trimester	26
Swanson, Dale	Tuition Rate	Spring Trimester	26
TeGantvoort, Gweneth	Tuition Rate	Fall Trimester	26
TeGantvoort, Gweneth	Tuition Rate	Winter Trimester	26
TeGantvoort, Gweneth	Tuition Rate	Spring Trimester	26
Trousdale, Margaret	Tuition Rate	Fall Trimester	26
Trousdale, Margaret	Tuition Rate	Winter Trimester	26
Trousdale, Margaret	Tuition Rate	Spring Trimester	26
Wantland, Christina	Tuition Rate	Winter Trimester	26
Wantland, Christina	Tuition Rate	Spring Trimester	26

Professional Experts  
September 23, 2014

Warner, Teresa	Tuition Rate	Fall Trimester	26
Warner, Teresa	Tuition Rate	Winter Trimester	26
Warner, Teresa	Tuition Rate	Spring Trimester	26
Weidman, Candace	Tuition Rate	Fall Trimester	26
Weidman, Candace	Tuition Rate	Winter Trimester	26
Weidman, Candace	Tuition Rate	Spring Trimester	26
Whittenbury, Kenneth	Tuition Rate	Fall Trimester	26
Whittenbury, Kenneth	Tuition Rate	Winter Trimester	26
Whittenbury, Kenneth	Tuition Rate	Spring Trimester	26
Zapata, Rodrigo	Tuition Rate	Fall Trimester	26
Zapata, Rodrigo	Tuition Rate	Winter Trimester	26
Zapata, Rodrigo	Tuition Rate	Spring Trimester	26

# NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

**TO:** BOARD OF TRUSTEES  
**DATE:** September 23, 2014  
**SUBJECT:** Hourly Personnel

Action X  
Resolution \_\_\_\_\_  
Information \_\_\_\_\_  
Enclosure(s) X

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

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

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

**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

3.d.1

Item No.

Hourly Personnel  
September 23, 2014

Short-Term Hourly

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Achen, Amanda	FC	Tech/Paraprof - Artist model for Art classes	09/24/14	12/05/14	TE F 4
Aikins, Lenton	FC	Tech/Paraprof - Athletic program assistant for men's basketball	09/24/14	03/19/15	TE H 4
Checkcinco, Francisco	CC	Clerical/Secretarial - Assist with Photo ID cards	10/13/14	01/09/15	TE A 4
Day, Neal	FC	Tech/Paraprof - Athletic program assistant for women's basketball	09/24/14	04/09/15	TE H 4
De La Cruz, Marisol	FC	Clerical/ Secretarial - Healthcare advocate for nutrition	09/24/14	12/12/14	TE B 1
Desoucy, Mark	CC	Clerical/Secretarial - Assist with Perkins Grant projects	09/24/14	12/15/14	TE A 1
Dillard, Jason	FC	Tech/Paraprof - Athletic program assistant for volleyball	09/24/14	01/24/15	TE H 4
Dzida, Albert	FC	Service/Maint - Assist Campus Safety Dept with various duties	07/23/14	10/15/14	TE B 3
Gutierrez, Kevin	FC	Service/Maint - Assist Campus Safety Dept with various duties	11/03/14	02/02/14	TE B 3
Haviland, Elizabeth	FC	Tech/Paraprof - On-call theater crew for campus/rental productions	09/24/14	12/16/14	TE B 3
Hernandez, Victoria	FC	Clerical/Secretarial - Assist in the art department gallery	09/24/14	12/15/14	TE A 1
Huskey, Taiyande	FC	Tech/Paraprof - Athletic program assistant for women's basketball	09/24/14	04/09/15	TE H 4
Jones, Doreen	FC	Tech/Paraprof - On-call theater crew for campus/rental productions	09/24/14	12/22/14	TE B 4
Lizarraga, Jessica	CC	Clerical/Secretarial - Assist in Assessment Center	09/24/14	12/18/14	TE A 1
Luu, Joey	CC	Clerical/Secretarial - Assist with Title V Grant projects	09/24/14	12/15/14	TE A 1
Marquez, Monica	FC	Tech/Paraprof - On-call theater crew for campus/rental productions	10/15/14	12/10/14	TE A 1
Peterson, Christine	FC	Tech/Paraprof - On-call theater crew for campus/rental productions	09/24/14	12/15/14	TE B 3
Ramos, David	CC	Clerical/Secretarial - Assist with Title V ACES project	09/24/14	12/15/14	TE A 1
Ray, Dwayne	FC	Service/Maint - Assist in custodial department	09/10/14	12/10/14	TE A 4
Sattar, Nur	FC	Clerical/Secretarial - Assist in Honors program	10/15/14	12/05/14	TE A 1
Schmidt, Michelle	FC	Clerical/Secretarial - Assist in Assessment Center	09/24/14	12/13/14	TE B 1
Skille, Steve	FC	Clerical/Secretarial - Assist in Financial Aid office	09/24/14	12/19/14	TE B 4
Stahlheber, Shane	CC	Clerical/Secretarial - Assist in math center	10/15/14	12/13/14	TE A 1
St. John, Daria	AC	Clerical/Secretarial – Assist in HR office	09/22/14	12/19/14	TE A 1
Tindal, Courtney	FC	Tech/Paraprof - On-call theater crew for campus/rental productions	09/24/14	12/10/14	TE A 1
Vincent, John	FC	Clerical/ Secretarial - Assist for Student Affairs office	09/08/14	12/12/13	TE A 1

Hourly Personnel  
September 23, 2014

Tutors, Interpreters, and Readers

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Castillo, William	SCE	Direct Instr Support - Tutor DSPS students	09/24/14	11/26/14	TE A 1
Chavez, Dulce	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2
Chui, Ashley	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2
Cortez, Adrian	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2
De Vera, Gonzalo	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 1
Holper, Josef	CC	Direct Instr Support - Tutor in campus Tutoring Center	10/15/14	12/13/14	TE B 1
Jackson, Hannah	CC	Direct Instr Support - Tutor in the Learning Resource Center	09/24/14	12/13/14	TE B 2
Kennedy, Karine	FC	Direct Instr Support - Tutor in campus Tutoring Center	09/24/14	05/22/15	TE A 1
Ko, Michael	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2
Liang, Phyllis	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2
Long, Dyonne	FC	Direct Instr Support - Tutor in campus Tutoring Center	09/24/14	12/12/14	TE B 4
McClain, Grace	FC	Direct Instr Support - Tutor in campus Tutoring Center	09/24/14	05/22/15	TE A 1
Morillon, Grecia	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2
Nolan, Timothy	FC	Direct Instr Support - Tutor in campus Tutoring Center	09/24/14	05/22/15	TE A 1
Patel, Deep	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2
Patel, Shakti	FC	Direct Instr Support - Tutor in campus Tutoring Center	09/24/14	05/22/15	TE A 1
Sandoval, Alex	CC	Direct Instr Support - Interpreter for hearing-impaired students	09/24/14	12/13/14	TE E 3
Sandoval, Alex	CC	Direct Instr Support - Interpreter for hearing-impaired students	09/24/14	12/13/14	TE D 3
Valdivia, Michael	FC	Direct Instr Support - Tutor students in STEM Grant project	09/24/14	12/31/14	TE A 2

Hourly Personnel  
September 23, 2014

Hourly Substitutes

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Arredondo, Amabel	SCE	Clerical/Secretarial-Substitute for vacant A & R Technician PN SCC893	09/14/14	12/10/14	TE A 3
Gonzalez, Sandra	FC	Clerical/Secretarial – Substitute for classified employee on leave	09/02/14	10/31/14	TE A 1

Full Time Students and Work Study

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Adam, Abigail	CC	Full-time Student - Notetaker for DSPS students	09/10/14	12/20/14	TE A 1
Aguilera, Angela	FC	Work Study Student - Assist in campus bookstore	09/18/14	06/30/15	TE A 1
Aguilos, Alyssa	CC	Full-time Student - Assist with Title V Grant projects	09/15/14	06/30/15	TE A 1
Arabaca, Kristina	FC	Full-time Student - Assist in Student Affairs office	09/08/14	06/30/15	TE A 1
Armenta, Elizabeth	FC	Work Study Student - Assist in Admissions and Records	08/25/14	06/30/15	TE A 1
Braganza, Cindy	CC	Work Study Student - Assist with baseball program	09/09/14	06/30/15	TE A 1
Calvert, Lorie	FC	Work Study Student - Assist in Counseling and Outreach office	09/24/14	06/30/15	TE A 4
Case, Joy	CC	Work Study Student - Assist in Center for Language Arts	09/11/14	06/30/15	TE A 1
Castanos, C.	FC	Full-time Student - Assist in Student Affairs office	09/15/14	06/30/15	TE A 1
Chan, Wai	CC	Full-time Student - Assist in Counseling Center	09/09/14	06/30/15	TE A 1
Ding, Shih	FC	Full-time Student - Assist in Student Affairs office	09/10/14	12/12/14	TE A 1
Fiala, Julianna	FC	Work Study Student - Assist in campus bookstore	09/18/14	06/30/15	TE A 1
Ford, Kara	FC	Full-time Student - Assist in music lab	11/17/14	06/30/15	TE A 1
Greer, Nicole	FC	Full-time Student - Assist with Project ENGAGE and STEM	08/25/14	06/30/15	TE A 1
Hahn, Brian	CC	Work Study Student - Assist in Transfer Center	09/09/14	06/30/15	TE A 1
Hathenbruck, Brian	CC	Full-time Student - Assist with Perkins Grant projects	09/15/14	06/30/15	TE A 4
Hernandez, Melody	FC	Work Study Student - Assist in campus bookstore	09/18/14	06/30/15	TE A 1
Huerta, Evelin	FC	Full-time Student - Assist in campus music lab	09/29/14	06/30/15	TE A 1
Ishida, Momoko	CC	Full-time Student - Assist in International Student Center	09/09/14	06/30/15	TE A 1

Hourly Personnel  
September 23, 2014

Islam, Alima	CC	Work Study Student - Assist in Assessment Center	09/02/14	06/30/15	TE A 1
Jaramillo, Farid	FC	Full-time Student - Assist in biology lab and stockroom	09/02/14	06/30/15	TE A 1
Kavanaugh, Allyssa	FC	Full-time Student - Assist in campus music lab	11/17/14	06/30/15	TE A 1
Kim, James	CC	Full-time Student - Assist in Financial Aid office	09/24/14	06/30/15	TE A 1
Lindo, Walter	FC	Full-time Student - Assist athletic trainer at events	09/01/14	06/30/15	TE A 1
Macharia, Phylis	CC	Work Study Student - Assist with baseball program	09/09/14	06/30/15	TE A 1
Martin, Claudio	FC	Work Study Student - Assist athletic trainer at athletic events	08/25/14	06/30/15	TE A 1
Meza, Salvador	FC	Full-time Student - Tutor students in math lab	09/05/14	06/30/15	TE A 2
Molina, Savannah	FC	Work Study Student - Assist in Music Lab	09/12/14	06/30/15	TE A 1
Moore, Kimberly	FC	Work Study Student - Assist in Admissions and Records	08/25/14	06/30/15	TE A 1
Nossett, Miles	FC	Full-time Student - Tutor students in campus Tutoring Center	09/02/14	06/30/15	TE A 2
Nunez, Yadira	FC	Work Study Student - Assist in Admissions and Records	08/25/14	06/30/15	TE A 1
Ortiz, Erika	FC	Work Study Student - Assist in campus bookstore	09/18/14	06/30/15	TE A 1
Ramirez, Alysha	FC	Full-time Student - Assist in music lab	11/17/14	06/30/15	TE A 1
Richardson, Nicole	FC	Full-time Student - Tutor students in STEM Grant project	09/03/14	06/30/15	TE A 1
Rivera, Jessica	FC	Full-time Student - Assist in Admissions and Records	09/17/14	06/30/15	TE A 1
Rivera, Rocio	FC	Work Study Student - Assist in Admissions and Records	08/25/14	06/30/15	TE A 1
Rodriguez, Angelica	FC	Full-time Student - Assist in Admissions and Records	09/17/14	06/30/15	TE A 1
Rodriguez, Samuel	CC	Work Study Student - Assist in theatre program	09/02/14	06/30/15	TE A 1
Saldivar, Janel	CC	Work Study Student - Assist in Counseling Center	09/09/14	06/30/15	TE A 1
Sanchez, Alicia	FC	Work Study Student - Assist in Admissions and Records	08/25/14	06/30/15	TE A 1
Santospago, John	CC	Full-time Student - Assist in Financial Aid office	09/24/14	06/30/15	TE A 1
Sutliff, Tonia	CC	Full-time Student - Assist students in CIS lab	09/15/14	06/30/15	TE A 1
Taylor, Charlotte	FC	Full-time Student - Tutor in campus Tutoring Center	09/05/14	06/30/15	TE A 1
Varia, Angela	CC	Full-time Student - Assist students in Health Science Computer Lab	09/15/14	06/30/15	TE A 1
Wallace, Tracey	FC	Full-time Student - Assist in campus music lab	09/29/14	06/30/15	TE A 1

# NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

**TO:** BOARD OF TRUSTEES

**DATE:** September 23, 2014

**SUBJECT:** Volunteers

Action	<u>X</u>
Resolution	_____
Information	_____
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?** Not applicable.

**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

3.e.1

\_\_\_\_\_  
Item No.



Volunteer Personnel  
September 23, 2014

VOLUNTEER PERSONNEL WITHOUT PAY

Name	Site	Program	Begin	End
Badie, Gina	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Baldwin, Nicole	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Barbee, Brandee	FC	Internship - Athletic Training	09/24/2014	12/31/2014
Biedermann, Brett	FC	Internship - Athletic Training	09/10/2014	12/31/2014
Brady, Caitlin	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Breedlove, Dave	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Burroughs, Jennifer	FC	Physical Education - Athletic Training	09/10/2014	06/30/2015
Dilbeck, Bryan	SCE	DSPS - Voice Recognition Program	09/03/2014	06/30/2015
Do, Phuong	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Emoto, Janet	FC	Student Affairs Office	09/10/2014	06/30/2015
Flores Garcia, Jose	FC	Internship - Counseling	09/10/2014	12/13/2014
Gatillon, Jean-Pierre	FC	Internship - Social Science / Sociology	09/10/2014	12/13/2014
Gleeson, Brandon	FC	Internship - Social Science Division	09/10/2014	12/14/2014
Gooding, Landon	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Hernandez, Janet	FC	Physical Education - Athletic Training	09/10/2014	06/30/2015
Jimenez, Xochilt	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Johnston, Sara	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Kellogg, Kathy	FC	Physical Education - Women's Soccer	09/10/2014	06/30/2015
Khalil, Aghabi	FC	Internship - Business & CIS Division	09/10/2014	12/31/2014
Lee, Shirley	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Marcelo, Adeline	FC	Internship - Health Services	10/02/2014	12/19/2014
Melrose, Carrie	FC	Internship - Athletic Training	09/10/2014	12/31/2014
Murillo Virgen, Edder	FC	Counseling & Student Development	09/24/2014	05/31/2014
Nguyen, Jeannie	FC	Internship - Counseling	09/10/2014	12/13/2014
Park, Rose	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Patel, Shakti	FC	Internship - Natural Sciences Division	09/24/2014	05/31/2015
Rios, Veronica	FC	Internship - EOPS/Student Services	09/10/2014	12/13/2014
Rodriguez, Gladys	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Rosales, Cristela	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Ruiz, Blanca	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Sadaghiani, Kimya	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Salcedo, Alexis	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014
Stewart, Christina	FC	Internship - Athletic Training	09/10/2014	12/31/2014
Tuchek, Greg	FC	Physical Education - Men's Basketball	09/24/2014	06/30/2015
Zavala, Rosalinda	SCE	ESL Department - SHINE Program	09/08/2014	11/26/2014

# NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

**TO:** BOARD OF TRUSTEES Action X  
Resolution \_\_\_\_\_  
**DATE:** September 23, 2014 Information \_\_\_\_\_  
Enclosure(s) X  
**SUBJECT:** Negotiated Salary Agreement Between the  
District and CSEA and its Chapter #167

**BACKGROUND:** The District and CSEA and its Chapter #167 have reached agreement with respect to the CalPERS Employer Paid Member Contributions (EMPC). Assembly Bill 340, California Public Employee's Pension Reform Act of 2013 (PEPRA), prohibits employers from paying the EMPC effective January 1, 2013, for "new" members in the retirement system. The only exception is for these members covered by a collective bargaining agreement (CBA) that was in effect prior to January 1, 2013, and only until the CBA expires. The CBA between the District and CSEA and its Chapter #167 expired on August 31, 2014.

Effective September 1, 2014, all CSEA members will pay their full employee contribution amount to CalPERS.

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

**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 will be paid from resources previously budgeted for the PERS pickup payment with the balance coming from the unallocated surplus.

**RECOMMENDATION:** It is recommended that the Memorandum of Understanding, inclusive of all terms and conditions specified in the written settlement agreement between the District and CSEA and its Chapter #167, be approved as follows:

On-Schedule Salary Adjustment

The Classified Salary Schedule will be increased by eight (8) percent across the schedule, effective September 1, 2014.

It is further recommended that the attached Classified Salary Schedule, which reflects the eight (8) percent on-schedule adjustment, be approved.

The MOU states that all CSEA employees will pay their full employee contribution amount (currently 6% for PEPRA members and 7% for Classic members) in consideration of the elimination of the EMPC (PERS pickup) and in exchange 8% shall be added to the classified salary scheduled, effective September 1, 2014.

Irma Ramos

Recommended by

Approved for Submittal

3.f.1

Item No.

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
CLASSIFIED SALARY SCHEDULE  
EFFECTIVE SEPTEMBER 1, 2014**

RANGE	STEP					RANGE
	A	B	C	D	E	
1	1,601	1,684	1,768	1,860	1,945	1
2	1,641	1,724	1,809	1,902	1,994	2
3	1,684	1,768	1,860	1,945	2,049	3
4	1,724	1,809	1,902	1,994	2,098	4
5	1,768	1,860	1,945	2,049	2,148	5
6	1,809	1,902	1,994	2,098	2,195	6
7	1,860	1,945	2,049	2,148	2,247	7
8	1,902	1,994	2,098	2,195	2,307	8
9	1,945	2,049	2,148	2,247	2,365	9
10	1,994	2,098	2,195	2,307	2,419	10
11	2,049	2,148	2,247	2,365	2,480	11
12	2,098	2,195	2,307	2,419	2,532	12
13	2,148	2,247	2,365	2,480	2,583	13
14	2,195	2,307	2,419	2,532	2,650	14
15	2,247	2,365	2,480	2,583	2,730	15
16	2,307	2,419	2,532	2,650	2,792	16
17	2,365	2,480	2,583	2,730	2,860	17
18	2,419	2,532	2,650	2,792	2,928	18
19	2,480	2,583	2,730	2,860	2,994	19
20	2,532	2,650	2,792	2,928	3,062	20
21	2,583	2,730	2,860	2,994	3,140	21
22	2,650	2,792	2,928	3,062	3,211	22
23	2,730	2,860	2,994	3,140	3,284	23
24	2,792	2,928	3,062	3,211	3,364	24
25	2,860	2,994	3,140	3,284	3,452	25
26	2,928	3,062	3,211	3,364	3,537	26
27	2,994	3,140	3,284	3,452	3,623	27
28	3,062	3,211	3,364	3,537	3,711	28
29	3,140	3,284	3,452	3,623	3,804	29
30	3,211	3,364	3,537	3,711	3,887	30
31	3,284	3,452	3,623	3,804	3,979	31
32	3,364	3,537	3,711	3,887	4,076	32
33	3,452	3,623	3,804	3,979	4,175	33
34	3,537	3,711	3,887	4,076	4,277	34
35	3,623	3,804	3,979	4,175	4,384	35
36	3,711	3,887	4,076	4,277	4,498	36
37	3,804	3,979	4,175	4,384	4,606	37
38	3,887	4,076	4,277	4,498	4,719	38
39	3,979	4,175	4,384	4,606	4,832	39
40	4,076	4,277	4,498	4,719	4,946	40
41	4,175	4,384	4,606	4,832	5,066	41
42	4,277	4,498	4,719	4,946	5,194	42
43	4,384	4,606	4,832	5,066	5,328	43
44	4,498	4,719	4,946	5,194	5,454	44
45	4,606	4,832	5,066	5,328	5,586	45
46	4,719	4,946	5,194	5,454	5,726	46
47	4,832	5,066	5,328	5,586	5,862	47
48	4,946	5,194	5,454	5,726	6,015	48
49	5,066	5,328	5,586	5,862	6,157	49
50	5,194	5,454	5,726	6,015	6,312	50
51	5,328	5,586	5,862	6,157	6,461	51
52	5,454	5,726	6,015	6,312	6,623	52
53	5,586	5,862	6,157	6,461	6,781	53
54	5,726	6,015	6,312	6,623	6,952	54
55	5,862	6,157	6,461	6,781	7,124	55
56	6,015	6,312	6,623	6,952	7,299	56
57	6,157	6,461	6,781	7,124	7,477	57
58	6,312	6,623	6,952	7,299	7,664	58
59	6,461	6,781	7,124	7,477	7,852	59
60	6,623	6,952	7,299	7,664	8,048	60
68	8,033	8,436	8,857	9,300	9,765	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

# NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

**TO:** BOARD OF TRUSTEES Action X  
Resolution \_\_\_\_\_  
**DATE:** September 23, 2014 Information \_\_\_\_\_  
Enclosure(s) X  
**SUBJECT:** Negotiated Salary Agreement Between the  
Confidential Group and the District

**BACKGROUND:** The District and the Confidential Group have reached agreement with respect to the CalPERS Employer Paid Member Contributions (EMPC). Assembly Bill 340, California Public Employee's Pension Reform Act of 2013 (PEPRA), prohibits employers from paying the EMPC effective January 1, 2013, for "new" members in the retirement system. Effective September 1, 2014, all Confidential employees will pay their full employee contribution amount to CalPERS.

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

**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 will be paid from resources previously budgeted for the PERS pickup payment with the balance coming from the unallocated surplus.

**RECOMMENDATION:** It is recommended that the Memorandum of Understanding, inclusive of all terms and conditions specified in the written settlement agreement between the District and Confidential Group, be approved as follows:

On-Schedule Salary Adjustment

The Confidential Salary Schedule will be increased by eight (8) percent across the schedule, effective September 1, 2014.

It is further recommended that the attached Confidential Salary Schedule, which reflects the eight (8) percent on-schedule adjustment, be approved.

The MOU states that all Confidential employees will pay their full employee contribution amount (currently 6% for PEPRA members and 7% for Classic members) in consideration of the elimination of the EMPC (PERS pickup) and in exchange 8% shall be added to the Confidential salary scheduled, effective September 1, 2014.

Irma Ramos

Recommended by

Approved for Submittal

3.g.1

Item No.

**CONFIDENTIAL SALARY SCHEDULE**  
**Effective September 1, 2014**

<b>STEP</b>							
<b>RANGE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>RANGE</b>
<b>18C</b>	3,480	3,653	3,838	4,034	4,239	4,455	<b>18C</b>
<b>19C</b>	3,564	3,743	3,933	4,137	4,344	4,564	<b>19C</b>
<b>20C</b>	3,653	3,838	4,034	4,239	4,455	4,681	<b>20C</b>
<b>21C</b>	3,743	3,933	4,137	4,344	4,564	4,801	<b>21C</b>
<b>22C</b>	3,838	4,034	4,239	4,455	4,681	4,912	<b>22C</b>
<b>23C</b>	3,933	4,137	4,344	4,564	4,801	5,037	<b>23C</b>
<b>24C</b>	4,034	4,239	4,455	4,681	4,912	5,166	<b>24C</b>
<b>25C</b>	4,137	4,344	4,564	4,801	5,037	5,292	<b>25C</b>
<b>26C</b>	4,239	4,455	4,681	4,912	5,166	5,423	<b>26C</b>
<b>27C</b>	4,344	4,564	4,801	5,037	5,292	5,554	<b>27C</b>
<b>28C</b>	4,455	4,681	4,912	5,166	5,423	5,695	<b>28C</b>
<b>29C</b>	4,564	4,801	5,037	5,292	5,554	5,833	<b>29C</b>
<b>30C</b>	4,681	4,912	5,166	5,423	5,695	5,981	<b>30C</b>
<b>31C</b>	4,801	5,037	5,292	5,554	5,833	6,127	<b>31C</b>
<b>32C</b>	4,912	5,166	5,423	5,695	5,981	6,278	<b>32C</b>

**CLASSIFICATIONS**

19C Senior Technician  
 24C Human Resources Specialist  
 24C Executive Assistant I  
 27C Executive Assistant II  
 30C Executive Assistant III

**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: