

MEMORANDUM OF AGREEMENT
BETWEEN THE LEGISLATURE OF THE COUNTY OF ORANGE,
ORANGE COUNTY COMMUNITY COLLEGE
AND
THE STAFF AND CHAIR ASSOCIATION

Memorandum of Agreement made and entered into this _____ day of September 2023 by and between the Legislature of the County of Orange (the "County"), the Orange County Community College (the "College") and the Staff and Chair Association (the "Association").

Whereas, the parties have engaged in negotiations in good faith in an effort to arrive at an agreement that covers the period of September 1, 2023– August 31, 2026; and

Whereas, the parties have arrived at a tentative memorandum of agreement.

Now, therefore in consideration of the natural covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of the Memorandum of Agreement are subject to ratification by the Staff and Chair Association membership, ratification/approval of the Orange County Community College (OCCC) Board of Trustees, and the ratification by the Orange County Legislature.
2. The signatories below agree to recommend the stipulation for ratification/approval.
3. A copy of this original document has been provided to representatives for the College, the County, and the Association.
4. All proposals not covered herein made by either party during the course of negotiations shall be deemed withdrawn.
5. The provisions of the present Collective Bargaining Agreement shall continue except as modified by this Memorandum of Agreement.
6. Article I, Recognition, Section B., page 1: delete and replace with the following:

"Evidence of membership in the Association will be in the form of quarterly statements provided by the Secretary of the Association to the Director of Payroll"

7. Article I, Recognition, Section F., page 2: [NEW]

"All references to the terms "College working days", "working days", and/or "days" shall be defined as any weekday that the College is open for regular business unless specifically delineated to the contrary, e.g. "calendar days"."

8. Article II, Association Rights, Section D, page 3: modify as follows:

Replace language in section D with "The Association will use the College's room scheduling system to reserve appropriate rooms for meetings."

9. Article II Association Rights, Section F., page 3:

Add this wording prior to the last sentence: " Non-members will not be represented by the Association at any discussion with the Administration concerning discipline or proposed disciplinary action."

10. Article II Association Rights, Section G., page 3: modify as follows:

Add "or their designee" after "President" in two places in this paragraph.

11. Article II, Association Rights, Section I, paragraph 3, page 4 : modify as follows:

Change "on a biweekly basis" to "each pay period".

12. Article II, Association Rights, Section J, paragraph 1, page 4: modify as follows:

Insert "or via e-mail" after "return receipt requested."

13. Article II, Association Rights, Section K, pages 4-5: modify as follows:

Eliminate "L" at the top of p. 5. This is a continuation of section K which starts on the bottom of p. 4.

14. Article II, Association Rights, Section K. (1), page 5: add the following language:

Keep current language in K1 and add: "Staff member serving as President would receive payment from the college equivalent to six (6) credits per semester using the current Lab Rate for Instructor rank as noted in Chart C2 Rates for Part-Time Day Adjunct in the Faculty Collective Bargaining Agreement and an additional three (3) credits per semester during negotiations.

Ex: Faculty contract 23-24 \$1,091 per credit which is \$6,546 per semester for staff serving as Association President and an additional \$3,273 per semester during negotiations."

Modify first sentence of K2: "In the event a Chair, Assistant Chair, or Coordinator is President of the Association, they shall be given a six credit (eight contact hours) redefined load per semester."

15. Article II, Association Rights, Section K. (3) [NEW] page 5:

"Unit members serving as President or Vice President of Shared Governance shall receive the following:

- (a) If a Chairperson, Assistant Chair, or Coordinator, they will receive twelve (12) credit abatement for President and nine (9) credit abatement for Vice-President.
- (b) If a staff member, then in lieu of the above abatement they will receive the same credit compensation using the current Lab Rate for Instructor rank as noted in Chart C2 Rates for Part-Time Day Adjunct in the Faculty Collective Bargaining Agreement.

Ex: Faculty contract 23-24 \$1,091 per credit which is \$13,092 for staff serving as Governance President and \$9,819 for serving as Governance Vice President."

16. Article IV, Administrative Classifications, page 6: Replace Staff Chair Pay Plan chart with the following:

2023-2024

Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
10	\$37,877.76	\$50,188.03	\$62,498.30	65.0%	-
20	\$40,718.59	\$53,952.12	\$67,185.67	65.0%	7.5%
30	\$43,772.48	\$57,998.53	\$72,224.59	65.0%	7.5%
40	\$47,055.43	\$62,348.43	\$77,641.43	65.0%	7.5%
50	\$50,584.58	\$67,024.56	\$83,464.54	65.0%	7.5%
60	\$54,378.41	\$72,051.40	\$89,724.39	65.0%	7.5%

70	\$58,456.79	\$77,455.25	\$96,453.71	65.0%	7.5%
80	\$62,841.06	\$83,264.39	\$103,687.74	65.0%	7.5%
90	\$67,554.12	\$89,509.22	\$111,464.33	65.0%	7.5%

2024-2025

Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
10	\$38,161.84	\$50,564.44	\$62,967.04	65.0%	-
20	\$41,023.98	\$54,356.76	\$67,689.56	65.0%	7.5%
30	\$44,100.77	\$58,433.52	\$72,766.27	65.0%	7.5%
40	\$47,408.35	\$62,816.04	\$78,223.74	65.0%	7.5%
50	\$50,963.96	\$67,527.24	\$84,090.52	65.0%	7.5%
60	\$54,786.25	\$72,591.79	\$90,397.32	65.0%	7.5%
70	\$58,895.22	\$78,036.16	\$97,177.11	65.0%	7.5%
80	\$63,312.37	\$83,888.87	\$104,465.40	65.0%	7.5%
90	\$68,060.78	\$90,180.54	\$112,300.31	65.0%	7.5%

2025-2026

Grade	Minimum	Midpoint	Maximum	Range Spread	Grade Progression
10	\$38,448.05	\$50,943.67	\$63,439.29	65.0%	-
20	\$41,331.66	\$54,764.44	\$68,197.23	65.0%	7.5%
30	\$44,431.53	\$58,871.77	\$73,312.02	65.0%	7.5%
40	\$47,763.91	\$63,287.16	\$78,810.42	65.0%	7.5%
50	\$51,346.19	\$68,033.69	\$84,721.20	65.0%	7.5%
60	\$55,197.15	\$73,136.23	\$91,075.30	65.0%	7.5%
70	\$59,336.93	\$78,621.43	\$97,905.94	65.0%	7.5%
80	\$63,787.21	\$84,518.04	\$105,248.89	65.0%	7.5%
90	\$68,571.24	\$90,856.89	\$113,142.56	65.0%	7.5%

17. Article IV, Administrative Classifications, page 7: Replace Classification Title chart with the following:

CLASSIFICATION TITLE	Grade
Technical Assistant - Biology Learning Center	10
Technical Assistant - Impaired Driver Program	10
Technical Assistant - Safety and Scheduling	10

IT User Support Specialist I *	10
Academic Services Assistant	20
Information Commons Assistant	20
Systems Specialist	20
Youth Employment Counselor	20
IT Support Technician *	30
Coordinator of Center for Student Involvement	30
Coordinator of Cannabis Workforce Program	30
Coordinator of Student Accounts	30
Financial Aid Advisor	30
Internship/Community Service Developer	30
PROSPERAR Coordinator of Learning Pathways	30
Program Coordinator of Orange County FoodTEC	30
IT Support Specialist	30
Multi-Media Specialist	30
Admissions Recruiter *	40
Facilities Assistant Custodial & Grounds Manager *	40
Business Analyst	40
Coordinator of Academic Fieldwork	40

Coordinator of Continuing and Professional Education	40
Coordinator of Cultural Affairs	40
Coordinator of Data Management	40
Coordinator of ESL Program	40
Coordinator of Enrollment Management	40
Coordinator of Procurement	40
Coordinator of CSTEP	40
Facilities Assistant Maintenance Manager -Newburgh *	40
Accessibility Specialist	40
IT Support Technician II *	40
Math Resource Manager	40
Network Administrator *	40
Success Coach - EOP	40
Systems Administrator *	40
Youth Program Administrator	40
PROSERAR Business Pathway Coach	40
Financial Analyst	40
Technical Lead	40
Adaptive Skills Specialist	40

Coordinator of P-Tech Program *	40
Enterprise Application Administrator *	40
Theater Production Manager	40
Success Coach - TRIO	40
Career & Internship Advisor	40
Assistant Director of Admissions *	50
Assistant Director of Athletics *	50
Assistant Director of BRIDGES	50
Assistant Director of Career Services	50
Assistant Director of Financial Aid *	50
Assistant Director of Payroll *	50
Assistant Director of Safety and Security *	50
Assistant Registrar *	50
Assistant Director Center for Student Success	50
Coordinator of BRIDGES	50
Coordinator of Grants and Accounting	50
Coordinator of Impaired Driver Program	50
IT Support Manager *	50
PROSPERAR Academic Data Analyst	50

Server Administrator *	50
Simulation Technician	50
Testing Center Manager	50
Workforce Development Education Coordinator	50
Digital Media Manager	50
Assistant Director of Workforce Development	50
Academic Technology Manager *	60
Associate Director of Communications	60
Assistant Director of Information Services *	60
Associate Director of Academic Advising	60
Associate Director of Admissions *	60
Associate Director of Financial Aid *	60
Associate Director of Safety and Security *	60
Associate Director of Technology	60
Associate Registrar *	60
Director of BRIDGES	60
Director of Educational Partnerships	60
Director of TRIO Student Services Program	60
Director of Liberty Partnerships Program	60

Facility Project Manager *	60
Information Security Analyst	60
Director of Center for Student Success	60
Associate Director of Technical Services *	60
Associate Director of OAS	60
PROSPERAR Program Director	60
Director of Center for Student Involvement	70
Director of Center for Teaching and Learning	70
Director of Continuing and Professional Education	70
Director of Grants	70
Director of Newburgh	70
Director of Payroll *	70
Director of Student Accounts	70
Director of Library	70
Director of Wellness Center	70
Facilities Custodial & Grounds Manager *	70
Facilities Environmental Health & Safety Officer	70
Facilities Maintenance Manager *	70
Assistant Comptroller	80
Director of Academic Advising	80
Director of Financial Aid *	80
Director of Safety and Security *	80
Director of Student Services Central	80

Registrar *	80
Director of Admissions *	90
Director of Campus Facilities *	90
Director of Infrastructure Services *	90

Revised as of 9/13/2023

*These members may be required to work during breaks as outlined in Article IX C1.

18. Article V, Administrative Classifications, Sections O and P, page 12-13:

Delete Section O in its entirety.

Modify Section P as follows (in three (3) instances): change the word “retrenchment” to “retrenchment/layoff”.

19. Article V, Administrative Classifications, Section H, page 10-11:

Delete the last sentence and replace with the following:

“For each month a member covers for a vacant position the member will receive a monthly stipend of seventeen and one -half (17.5%) percent of the “Midpoint” salary in accordance with the Grade in which the additional duties are being assigned. In the event members cover the additional duties in increments of less than a month, the aforementioned rates will be pro-rated accordingly. The parties further agree that no member will begin covering the additional duties until the parties have reached an agreement concerning the reassignment of the duties, unless in an emergency situation.”

2023-2024

Grade	Midpoint	Stipend Agreement (remains same) 17.5% of midpoint of vacant position
10	\$50,188.03	\$731.91
20	\$53,952.12	\$786.80
30	\$57,998.53	\$845.81
40	\$62,348.43	\$909.25
50	\$67,024.56	\$977.44
60	\$72,051.40	\$1,050.75
70	\$77,455.25	\$1,129.56
80	\$83,264.39	\$1,214.27
90	\$89,509.22	\$1,305.34

2024-2025

Grade	Midpoint	Stipend Agreement (remains same) 17.5% of midpoint of vacant position
10	\$50,564.44	\$737.40
20	\$54,356.76	\$792.70
30	\$58,433.52	\$852.16
40	\$62,816.04	\$916.07
50	\$67,527.24	\$984.77
60	\$72,591.79	\$1,058.63
70	\$78,036.16	\$1,138.03
80	\$83,888.87	\$1,223.38
90	\$90,180.54	\$1,315.13

2025-2026

Grade	Midpoint	Stipend Agreement (remains same) 17.5% of midpoint of vacant position
10	\$50,943.67	\$742.93
20	\$54,764.44	\$798.65
30	\$58,871.77	\$858.55
40	\$63,287.16	\$922.94
50	\$68,033.69	\$992.16
60	\$73,136.23	\$1,066.57
70	\$78,621.43	\$1,146.56
80	\$84,518.04	\$1,232.55
90	\$90,856.89	\$1,325.00

20. Article V, Administrative Classifications, Section 3, page 13-14:

The subgroup committee will continue to meet with the College and Faculty to clarify this Article with all in agreement by no later than November 30, 2023.

21. Article VI, Working Conditions, Section D., page 16: modify first sentence under procedures:

“Through their supervisor, unit members and/or someone on their behalf may initiate a request for merit via a trackable form no later than April 30th of the current fiscal year.”

22. Article VI, Working Conditions, Redefined Loads, page 18:

REDEFINED LOADS IN CREDITS/CONTACTS PER YEAR

(Reduction in Teaching for Association Members with Faculty Rank due to Administrative Duties):

Teaching Employee	Redefined Load
Arts and Communication	15 credits or 20 contacts
Arts and Communication Assistant Chair	9 credits or 12 contacts
Athletic Director	12 credits or 16 contacts
Behavioral Sciences	15 credits or 20 contacts
Biology	15 credits or 20 contacts
Biology Assistant Chair	9 credits or 12 contacts
Business	18 credits or 24 contacts
Business Assistant Chair	12 credits or 16 contacts
Computer Science and Technology	15 credits or 20 contacts
Coordinator of Academic Planning & Projects for the office of the Provost	12 credits of 16 contacts
Criminal Justice	15 credits or 20 contacts
Dental Hygiene	12 credits or 16 contacts
Diagnostic Imaging	12 credits or 16 contacts
Education	12 credits or 16 contacts
English	21 credits or 28 contacts
English Assistant Chair	12 credits or 16 contacts
English Coordinator of Reading and Writing Center	12 credits or 16 contacts
English Coordinator of Writing Consultancy	9 credits or 12 contacts
Global Studies	15 credits or 20 contacts
Global Studies Coordinator	6 credits or 9 contacts
Honors Program Chair & Interdisciplinary Studies Coordinator	18 credits or 24 contacts
Human Services Coordinator	12 credits or 16 contacts
Mathematics	15 credits or 20 contacts
Mathematics Assistant Chair	9 credits or 12 contacts
Medical Laboratory Technology	12 credits of 16 contacts
Movement Science	12 credits or 16 contacts
Nursing	21 credits or 28 contacts
Nursing Assistant Chair	15 credits or 20 contacts
Nursing Newburgh Coordinator	9 credits or 12 contacts
Nursing Simulation Coordinator	12 credits or 16 contacts
Occupational Therapy	12 credits or 16 contacts
Physical Therapist Assistant	12 credits or 16 contacts
Physical Therapist Assistant Coordinator of ACCE	12 credits or 16 contacts

All redefined loads are subtracted from a teaching load of 27 credits/36 contacts per year.

Teaching Load	Redefined Load	Office Hour Requirement
21	6	8
18	9	7
15	12	6
12	15	5
9	18	4
6	21	3
3	24	2

23. Article VI, Working Conditions, Section K., pages 20-22:

Section K. (2) (a) (ii): change “thirty (30)” days to “ten (10)” days.

Section K. (2) (a) (iv): Delete and replace with the following:

“Non-probationary 12-month unit member performance appraisals are due on the anniversary of the employee’s hire date.

All 12-month unit members will serve a one (1) year probationary period upon initial appointment. The immediate supervisor of newly appointed unit members will clearly define the duties and responsibilities of the position, using as a minimum, the current job description. In addition, the supervisor will provide substantive feedback during a 30-day, 60-day, 90-day, 6-month, 9-month, and one-year appraisal meeting.

When a 12-month unit member is promoted from a lower administrative classification to a higher classification between Grade 20-50, said unit member shall serve an additional ninety (90) calendar days probationary period within the new title. At the completion of the additional ninety (90) calendar day probationary period, the unit member will either 1) be placed permanently in the higher classification position or 2) return to their former administrative position, either voluntarily or involuntarily. In the event of number 2 above, the returning unit member will be credited with all time spent in the higher classification title for purposes of seniority.

When a 12-month unit member is promoted from a lower administrative classification to a higher classification or within the same grade between Grade 60-90, said unit member shall serve an additional one (1) year probationary period within the new title. The immediate supervisor will clearly define the duties and responsibilities of the position, using as a minimum, the current job description, and will provide substantive feedback during a 30-day, 60-day, 90-day, 6-month, 9-month, and one-year appraisal meeting. On or before the completion of ninety (90) calendar days, the unit member may return to their former administrative position, either voluntarily or involuntarily. In the event that the member returns within the ninety (90) calendar days, the unit member will be credited with all time spent in the higher classifications for purposes of seniority.”

Section K. (2) (a) (vi): change the reference of fourteen (14) work days to ten (10) work days.

Section K. (2) (b) (i): change the reference of twenty (20) days to ten (10) days.

Section K. (1) and (2): In all instances replace the words “evaluation” with “appraisals” and “evaluator” with “appraiser”.

24. Article VI, Working Conditions, Section R., page 24:

After the word “created” add "on an ad hoc basis".

25. Article VI, Working Conditions, Section S., page 24: Delete S and re-letter following two items, T and U.

26. Article VI, Working Conditions, Section V., [NEW]page 24:

“12-month unit members may only teach a maximum of two (2) sections per semester.”

27. Article VII, Disciplinary Procedure, Section 1, paragraph 4, page 25:

Insert “or college e-mail” after “certified mail”. Change “eight (8) calendar days” to “ten (10) working days”.

28. Article VII, Disciplinary Procedure, Section 1, paragraph 6, page 26:

Change all references of “five (5)” working days to “ten (10)” working days.

29. Article VII, Disciplinary Procedure, Section 1, paragraph 8, page 27:

Delete in its entirety.

30. Article VII, Disciplinary Procedure, Section 1, paragraph 10, page 27:

Delete the word “While” and replace with “When”.

31. Article VII, Disciplinary Procedure, Section 4, page 29:

1st sentence: Change “five (5) calendar days” to “three (3) working days”.

4th sentence: Change “ten (10)” consecutive calendar days to “five (5)” and change “11th” calendar day to “6th”.

4th sentence: Change “ten (10)” consecutive calendar days to “five (5)” and change “11th” calendar day to “6th”.

10 and 11th sentences: change both references of “five (5)” calendar days to “ten (10)” calendar days. Replace “Human Resources Officer” with “AVP of Human Resources or their designee” in three places at the bottom of the page.

32. Article VIII, Grievance Procedure, Section C., page 31:

Change heading from “Scope of Grievance” to “Definitions”.

33. Article VIII, Grievance Procedure, Section C., paragraph 9, page 32:

After the word “designated” add “from the Association”.

34. Article VIII, Grievance Procedure, Section D., paragraph 9, page 34:

Add “or their designee” after “President of the College”.

35. Article VIII, Grievance Procedure, Section D., paragraph 15, page 35:

Add “or their designee” after “President of the College”.

36. Article VIII, Grievance Procedure, Section D., Stage 1 (a) , page 35:

Delete the last sentence: “If the unit member submits the grievance through a representative, the unit member may be present during the discussion of the grievance.”

37. Article VIII, Grievance Procedure, Stage 1: Supervisor-Informal, (b) page 35:

Change “seven (7) college working days” to “ten (10) working days”.

38. Article VIII, Grievance Procedure, Stage 2: (a) (b) and (c) page 36:

Change “seven (7) college working days” to “ten (10) working days”.

Change “fifteen (15) college working days” to “ten (10) working days”.

Change “seven (7) college working days” to “ten (10) working days”.

39. Article VIII, Grievance Procedure, Stage 3: (b) and (c) page 37:

Change “five (5) college working days” to “ten (10) working days”.

Delete section (c) in its entirety.

40. Article IX, Salary, Fringe and Other Benefits, Section A. (1) (a), page 38:

Delete The first four (4) paragraphs and replace with the following:

- a. Effective 9/1/23, base salaries of all returning unit members will be increased 3.25%.
- b. Effective 9/1/24, base salaries of all returning unit members will be increased 2.00%.
- c. Effective 9/1/25, base salaries of all returning unit members will be increased 2.00%.

41. Article IX, Salary, Fringe and Other Benefits, Section A. (1) (b) (i) and (ii), page 38-39:

- (i) 2.00% of their base annual salary for the titles listed in Article VI, Table 1; and
- (ii) 2.10% of their base annual salary for all other unit members.

42. Article IX, Salary, Fringe and Other Benefits, Section A. (1) (d), page 39:

Effective September 1, 2023, base salaries of all returning unit members and the Pay Schedule will be increased an additional 0.75%.

Effective September 1, 2024, base salaries of all returning unit members and the Pay Schedule will be increased an additional 0.75%.

Effective September 1, 2025, base salaries of all returning unit members and the Pay Schedule will be increased an additional 0.75%.

Delete paragraph (e) in its entirety.

43. Article IX, Salary, Fringe and Other Benefits, Section A.2., page 39: Amend the table as follows;

	9/1/23	9/1/24	9/1/25
Department Chair	\$7,391	\$7,502	\$7,615
Assistant Chairs	\$4,211	\$4,274	\$4,338
Academic Coordinators	\$3,273	\$3,322	\$3,372
Director of Athletics	\$6,470	\$6,567	\$6,666
Doctoral Stipend **	\$1,758	\$1,784	\$1,811

Base salaries and certain other compensation elements for Chairs, Assistant Chairs, Academic Coordinators, and Director of Athletics are governed by the Faculty Association Collective Bargaining Agreement. Appendix C contains the tables from the Faculty contract as C1-Salaries for 10- and 12-month members, C-2 – Part-time Day Adjunct Rates, C-3 – Rates Performed Outside Regular Duties.

** Doctoral Stipend applies to all unit members of the Association.

44. Article IX, Salary, Fringe and Other Benefits, Section A.4., page 40: Amend the table as follows;

Modify the existing chart as follows:

Number of years of

Completed Service at the College	Amount
3	\$525
4	\$525
5	\$825
10	\$1,458
15	\$2,008
20	\$2,668
25	\$3,305
30	\$3,757

45. Article IX, Salary, Fringe and Other Benefits, Section A.8., page 41: Delete and replace with the following:

10-Month Unit Member Summer Stipends

a. Effective September 1, 2023, an administrative stipend of the amount provided in Table XX will be paid for the month of July to each Chair and Assistant Chair for performing administrative duties outlined in their job descriptions.

b. Effective September 1, 2023, an additional administrative stipend in the amount provided in Table XX will be paid for the month of July to each Chair and Assistant Chair who provides an agreed upon (with their AVP) on campus presence for office coverage during regular college hours of operation (this coverage includes other department personnel, i.e. CSEA & staff), and provides at least one of the following:

- i. participating in a self-study;
- ii. having at least 15 running courses over the summer in their department;
- iii. participating in a program review/ general education assessment (either party of accreditation or standalone activity);
- iv. performing a project agreed upon with their AVP or their designee with a clear deliverable due upon completion.

c. Effective September 1, 2023, an administrative stipend of the amount provided in Table XX will be paid for the month of August to each Chair and Assistant Chair who provides an agreed upon (with their AVP) on campus presence for office coverage during regular college hours of operation (this coverage includes other department personnel, i.e. CSEA & staff) and for performing administrative duties outlined in their job descriptions, and must attend all the following as applicable:

- i. a kickoff meeting, which cannot be scheduled earlier than a week preceding the fall assembly;
- ii. new faculty orientation, if applicable, which cannot be scheduled earlier than the week preceding the fall assembly; and various meetings of individual Chairs, Assistant Chairs, and Coordinators, as mutually agreed upon by the AVP or their designee and the unit member and;
- iii. such other meetings as may be called by the Administration for time sensitive reasons.

d. Academic Coordinators not named in item (b) above may meet with their AVP or their designee to discuss departmental needs and determine if a special summer project is appropriate. In the case where such a project is approved by the AVP, there will be a deliverable due by the Chair kickoff meeting. In the case where such a project is not approved, the AVP will inform the unit member; their supervisor; where appropriate, Human Resources; and the VPAA of this decision. Payment for approved projects will follow Table XX.

Table XX

Director of Athletics, Physical Therapist Asst and Coordinator of ACCE	AY 23-24	AY 24-25	AY 25-26
Summer stipend	\$2,746.59	\$2,787.79	\$2,829.61

Position	1st part a. July 2024	2nd part b. July 2024	August 2024
Chair	\$1,373.30	\$1,373.30	\$2,746.59
Assistant Chair	\$782.57	\$782.57	\$1,565.13
Academic Coordinator (not mentioned above)	\$603.93	\$603.93	\$1,207.85

	1st part a. July 2025	2nd part b. July 2025	August 2025
Chair	\$1,393.89	\$1,393.89	\$2,787.79
Assistant Chair	\$794.30	\$794.30	\$1,588.61
Academic Coordinator (not mentioned above)	\$612.98	\$612.98	\$1,225.97
	1st part a. July 2026	2nd part b. July 2026	August 2026
Chair	\$1,414.80	\$1,414.80	\$2,829.61
Assistant Chair	\$806.22	\$806.22	\$1,612.44
Academic Coordinator (not mentioned above)	\$622.18	\$622.18	\$1,244.36

46. Article IX, Salary, Fringe and Other Benefits, Section B.2 (a) (2), page 45-46:

Delete first sentence of the last paragraph only.

Increase the buyout amount from “two-thousand (\$2,000.00) dollars” to “two-thousand four hundred (\$2,400) dollars”.

Add after the last sentence in the last paragraph: “As required by State Regulations, unit members must make their election to decline and waive medical insurance on an annual basis.”

47. Article IX, Salary, Fringe and Other Benefits, Section D, page 47-48:

Delete first and second sentences and replace with the following:

“Effective September 1, 2023, unit members shall contribute ten percent (10%) of the premiums for their coverage, as applicable, via payroll deductions.”

Delete 3rd sentence and replace with the following:

“If annual health insurance premiums increase more than seven percent (7%), any increase above seven percent (7%) will be borne by the College.”

Modify the last sentence as follows: Delete “8/31/23” and replace with “8/31/26”.

48. Article IX, Salary, Fringe and Other Benefits, Section B (2 (f) (iii)), page 50:

Modify the first sentence as follows: “If any unit member hired after November 6, 2006, ends employment with the College ...”

49. Article IX, Salary, Fringe and Other Benefits, Section B (7) [NEW], page 55:

- a. The College agrees to provide Long Term Disability coverage as outlined on the Staff & Chair benefits page of the employee portal.
- b. https://sunyorange.edu/human_resources/benefits/staff_chair.html

50. Article IX, Salary, Fringe and Other Benefits, Section C, (1), page 55: Delete and replace with the following:

“Members of the unit on twelve (12) month contracts shall enjoy the usual academic vacations as described in the College Bulletin at Thanksgiving, Winter, and Spring, except that it is agreed that some members whose job titles are designated as essential may be required to work one or more days during Winter and/or Spring breaks to meet College needs. (Titles designated as essential can be found in Article IV.) Members required to work one day during either Winter or Spring break will be credited with one (1) floating holiday. Members required to work more than one day during either break will be paid at a rate of time and one half their normal hourly rate for the hours worked beyond the first day. The college will provide the Association a list of essential titles who may be required to work during Winter break by October 15 of each year. A similar list for Spring break will be provided by February 1.”

51. Article IX, Salary, Fringe and Other Benefits, Section E, (2), page 58:

Delete first sentence and replace with the following:

“Any unit member may contribute any number of days from their annual sick leave allotment per year.”

Delete the fifth sentence and replace with the following:

“There is no maximum number of days that can be accumulated in the Bank and contributions cannot be withdrawn.”

E. Vacation Leave Bank [NEW]:

“1. A vacation leave bank has been established to provide unit members returning from an approved FMLA leave a one-time donation of three (3) vacation days to be used consecutively. To be eligible, members must have been on approved FMLA leave, exhausted all of their accumulated leaves, and have returned to their position for at least three (3) months prior to being eligible to utilize the three (3) emergency vacation days.

2. Each unit member may contribute two (2) vacation days from their annual leave allotment per year. These days will be placed in a Vacation Leave Bank, which will aid unit members who have suffered from prolonged or disabling illness or mental incapacitation. There is no maximum number of days that can be accumulated in the Bank and contributions cannot be withdrawn. In the event the Bank is discontinued, contributions will be refunded to each contributing unit member up to their maximum contractual accumulation.

3. In accordance with Article IX Section E, the Sick Leave Bank Committee shall administer this emergency vacation leave bank. Decisions of the Committee are final.

4. The Committee shall present an annual written report to the Association at its first meeting in September. The report shall show the number of days in the Bank, the contributors, the number of requests made for days, and the number of requests granted. A copy of this report shall be given to the College.”

52. Article IX, Salary, Fringe and Other Benefits, Section H, (5), page 65-66:

1st and 3rd sentences: Increase the maximum of two hundred and ten (210) days to two hundred and twenty (220) days.

2nd and 3rd sentences: Increase the maximum of one hundred and eighty-five (185) days to one hundred and ninety-five (195) days.

53. Article IX, Salary, Fringe and Other Benefits, Section H, (6), [NEW] page 66:

“In the event a member dies while in the College’s employ, a cash death benefit payment will be made to their estate based on the number of their accumulated unused sick days up to a maximum of ninety (90)days, at the rate of sixty dollars (\$60.00) per day.”

54. Article XV, Duration of Contract, page 80: Change dates to “September 1, 2023 and remain in effect through August 31, 2026.”

County	College	Association
_____	_____	_____

