

NOCCCD Academic Senates & Faculty Associations
Joint Collaborative Consultation Understanding (JCCU)

An understanding between the Cypress College Academic Senate, the Fullerton College Faculty Senate, the North Orange Continuing Education Academic Senate, the United Faculty Association CCA/CTA/NEA, and Adjunct Faculty United Association AFT/CFT

1. Cypress College Academic Senate, Fullerton College Faculty Senate, and North Orange Continuing Education Academic Senate ("Senates") provide the faculty with a formal and effective avenue for participating in the formation of District policies and procedures on academic and professional matters. See California Education Code section 70901(b)(l)(E) and 70902(b)(7).
2. United Faculty Association CCA/CTA/NEA and Adjunct Faculty United Faculty AFT/CFT ("Associations") are the exclusive bargaining agents for all contract (probationary and temporary) and regular (tenured) faculty, instructional and non-instructional, including those whose contracts specify less than a full-time assignment. See California Government Code section 3543 and United Faculty Collective Bargaining Agreement Article 1.2 and Adjunct Faculty United Collective Bargaining Agreement Article 2.1.1.
3. The Senates and Associations desire to enter into this Understanding in order to strengthen communication among the bodies and clarify their roles in the implementation of AB 1725 Shared Governance mandates contained in education code and Title 5.
4. The Senates and Associations wish to work together effectively in the areas where their purview and scope overlap, and they are committed to communication, transparency, collegiality, and understanding the roles of each organization.
5. It is the stated intent of Title 5 Section 53204 that the governing board or its designee will respect agreements between the Senates that specify how they will collaborate, share, or delegate among themselves the responsibilities that may be entrusted to them pursuant to Title 5.
6. Title 5, California Code of Regulations, Section 53200, et, seq., indicates a minimum of ten (10) specific areas of academic and professional matters in which the Senates shall consult collegially with the Board of

Trustees or their designee. The primary function of the Senates is to participate in the development of policies and procedures regarding these specific areas and/or other areas that have been mutually agreed upon. The specific areas of academic and professional matters include:

- a) Curriculum, including establishing prerequisites and placing courses within disciplines;
 - b) Degree and certificate requirements;
 - c) Educational program development;
 - d) Grading policies;
 - e) Standards or policies regarding student preparation and success;
 - f) District and college governance structures, as related to faculty roles;
 - g) Faculty roles and involvement in accreditation processes, including self-study and annual reports;
 - h) Policies for the faculty's professional development;
 - i) Processes for program review;
 - j) Processes for institutional planning and budget development; and
 - k) Other academic and professional matters as mutually agreed upon between the board of trustees and the Senate.
7. Many of the academic and professional matters identified in Title 5 are also within the scope of the collective bargaining agreements between the Associations and the North Orange County Community College District (the District).
8. Collective bargaining for community colleges is defined in the Education Employment Relations Act (EERA) pursuant to section 3543.2. A non-exhaustive list includes matters relating to the following:
- a) Compensation;
 - b) Wages;
 - c) Hours of employment;
 - d) Terms and conditions of employment - health and benefits;

- e) Leave;
- f) Academic calendar;
- g) Transfer and reassignment policies;
- h) Safety conditions;
- i) Class size;
- j) Procedures for evaluation of employees;
- k) Organization security;
- l) Procedures for processing grievances;
- m) Layoff procedures;
- n) Alternative compensation or benefits for employees adversely affected by pension limitations;
- o) Additional compensation or salary schedule based on criteria other than years of training and experience.

9. In those areas of academic and professional matters which appear to be both within the purview of the Senates as per Title 5 and within the scope of the Associations as per the contract, or allowable under Education Code, all organizations agree to collaborate with one another.

10. Specific areas where the Associations' scope and Senate purview overlap include but are not limited to:

- a) Academic calendar
- b) Academic freedom
- c) Curriculum (as it relates to the scope of the Associations)
- d) Enrollment management
- e) Faculty evaluation procedures
- f) Faculty hiring procedures (including job duties and compensation)
- g) Faculty service areas

- h) Professional development
- i) Program viability/discontinuance
- j) Reassigned time procedures
- k) Tenure review processes
- l) Textbooks and course material policies

11. The Senates and Associations agree to the following effective practices for collaboration between the organizations:

- a) The Presidents of the Senates and Associations are strongly committed to maintaining currency and awareness of local, regional, and statewide issues that affect faculty.
- b) The Presidents of the Senates and the Associations will meet regularly throughout the semester, no less than monthly.
- c) The Associations agree that the Presidents of the Senates or their designee will be given the opportunity to provide feedback related to negotiations to the extent that they relate to matters that overlap.
- d) The Senates agree that the Presidents of the Associations or their designee have the opportunity to provide feedback to the Senates at open meetings through public comments, agenda items, or designated Association liaisons on their actions to the extent that they relate to matters that overlap.
- e) The Presidents of the Senates and the Associations will communicate with each other regarding appointments to district-level committees whenever possible including district management hiring committees.
- f) The Executive Committees or Executive Boards of the Senates and the Association shall meet jointly every semester to discuss matters of mutual interest and concern.

12. This Joint Collaborative Consultation Understanding shall be reviewed by the Presidents of the Senates and the Associations annually at the start of the fall semester.

13. Changes to this Understanding shall be arrived at through a process of collaborative discussions:

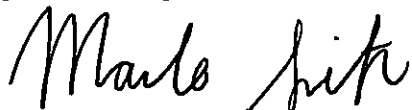
- a) One President of a Senate or Association, in consultation with their constituents, may propose a revision to this document
- b) The five Presidents, in consultation with their constituents, will vote on whether or not to move forward with considering the revision
- c) If at least three Presidents representing at least one Senate and one Association agree to draft a revision, the Presidents will collaborate on changes
- d) If at least three Presidents representing at least one Senate and one Association support the proposed revisions, they will be sent to all five bodies for a vote of the Senate or Association representative councils
- e) If a simple majority of all five bodies support the proposed revisions, the revisions will be adopted and this document will be updated accordingly
- f) If a proposed revision is not adopted, it may be brought back for reconsideration following this process no sooner than the next academic year and only if new and compelling evidence warrants reconsideration

14. Reference to and acknowledgement of this understanding will be memorialized in the Senates' Bylaws and the Associations' Standing Rules.

This document was adopted by Adjunct Faculty United, Cypress College Academic Senate, Fullerton College Faculty Senate, North Orange Continuing Education Academic Senate, and United Faculty in Spring 2026.

Signatures:

Adjunct Faculty United President, Marlo Smith



Cypress College Academic Senate President, Jaclyn Magginetti



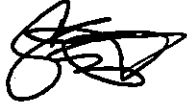
Fullerton College Faculty Senate President, Bridget Kominek



North Orange Continuing Education Academic Senate President, Michelle Patrick-Norng

Michelle K.P. Norng

United Faculty President, Steven Estrada

A stylized, handwritten signature in black ink, appearing to be 'SE' or similar initials, with a large loop and a horizontal stroke.