



June 5, 2015

Dear Faculty,

As part of CCA's demand to bargain, this week your union negotiators and district officials reached a one-year agreement on behalf of faculty members who will teach in prisons or in other correctional facilities in the 2015-16 year. While we will continue to bargain in fall on this issue, this memorandum of understanding, or MOU, is an important first step.

The agreement ensures that KCCD instructors teaching in a prison or correctional facility do so on a strictly voluntary basis, and it provides compensation for safety training and mileage for all faculty, including part-time instructors. Patricia Smith, a BC criminology professor with an extensive background of working with prisons, will provide the safety training.

Last year, Gov. Brown signed legislation that allowed community colleges to be paid for offering classes in state prisons. In spring 2015, Bakersfield College offered its first class at Kern Valley State Prison, a facility that houses Level IV inmates, the state prison classification used for the most dangerous offenders. (San Quentin State Prison, for example, is classified as a Level II facility.) While the class occurred without incident, during the semester three inmates at Kern Valley were killed, two by their own cellmates and one by a correctional officer.

BC plans to offer two classes at Kern Valley in the fall, and a part-time instructor is scheduled to teach one of these. In addition, Cerro Coso College is exploring offering courses in prisons, and county sheriff's officials have asked BC to offer vocational classes in the new Lerdo jail once it is constructed.

While we may all agree that inmate education is the key to rehabilitation, offering classes in correctional facilities drastically affects working conditions for teachers, counselors, and librarians. That's why the faculty union demanded to bargain on this, and this agreement is the first part of that process. It states:

- 1) No KCCD faculty member will be involuntarily assigned to teach in a prison or correctional facility in 2015-16.
- 2) All KCCD faculty members who volunteer and are selected to teach in a prison or correctional facility in 2015-16 will receive \$240 for eight hours of training on prison safety provided by Bakersfield College prior to the start of the semester. The BC training shall be given by Patricia Smith, BC criminology professor, who also will receive a professional services compensation stipend set at \$240 for eight hours to provide this training.
- 3) All KCCD faculty members who volunteer and are selected to teach in a prison or correctional facility in 2015-16 will receive a one-time \$120 stipend for four hours, and mileage reimbursement equal to a distance between the primary College site and prison facility, to tour the prison, learn about correctional safety issues, meet with the prison's school instructors and staff, and see where the classes will be held. District owned vehicles may also be scheduled for use as an alternative to mileage reimbursement.
- 4) All KCCD faculty members who volunteer to teach in a prison or correctional facility in 2015-16 will receive mileage reimbursement for commuting to and from their College site to the prison facility. District owned vehicles may also be used as an alternative to mileage reimbursement.

Many thanks to CCA negotiators and officers and district officials for their efforts on this important issue.

Kathy