

Dear KCCD Faculty:

We have a tentative agreement for 3 years, July 1, 2011 through June 30, 2014!

The basic agreement is described below, pending ratification by faculty who are members of CCA and by the Board of Trustees.

Here's what does NOT change from what we currently have in our contract:

1. Reduction in Force: FSA's & competency standards
2. Faculty Chair minimum reassigned time at CC & PC
3. Calendar
4. Involuntary transfers
5. Part-time faculty reappointment rights
6. Extended sick leave
7. SLO's - we're still not gonna get paid
8. Part-time faculty cancelled classes

Here's what does change:

1. Evaluation forms and procedures are clarified, with some modifications to:
  - a. bring disciplines with state licensing boards into compliance with their state boards
  - b. require that Mode B evaluation committee members make only one classroom observation each
  - b. reduce the number of evaluations for new part time faculty from three to two, if the rating is "satisfactory"
  - c. reduce the number of observations for part time faculty being evaluated in an ongoing three-year cycle
  - d. simplify the re-observation process for part time faculty who receive an "unsatisfactory" evaluation rating
2. Health benefits provided to all eligible dependents of retirees until the retiree reaches age 65, provided the retiree has worked for KCCD for 15 years immediately preceding retirement
3. Full time faculty cannot take a class assigned to a PT faculty after the class has been advertised to students unless it is necessary for the FT faculty to make load.
4. \$4000 stipend for district approved assistant coaches
5. Part time athletic head coach stipend equivalent to 20 extra days at class 1, step

2 on the basic faculty salary schedule (\$5616.76)

6. Health & Welfare:

Plan changes:

- a. Emergency Room co-pay, \$50 unless admitted
- b. Acupuncture & chiropractor visits limited to 26 per year (each) with no prior approval required.
- c. Pharmacy management step therapy for new prescriptions only

"Premiums"

A maximum district contribution of \$1140 per month to medical, dental & life insurances effective October 1, 2012.

District agrees to increase the district contribution by the lower of

- a. the SISC recommendation
- or
- b. the higher of either State funded COLA or Consumer Price Index-West.

Confused - we'll explain it at a college meeting TBA. CCA believes that this agreement will mean no out-of-pocket expenses for faculty based on the best information available to us at this time.

7. Part time and overload pay based on Lecture Hour Equivalent (LHE) will be implemented effective Spring 2012 for new faculty, and phased in over the life of the contract for faculty who were (are) teaching for the district any time during the 2011 calendar year. The phase in pattern for current faculty will be:

- no implementation in Spring 2012 (\$60/hr)
- 25% of total implementation in Fall 2012
- 50% of total implementation in Spring 2013
- 75% of total implementation in Fall 2013
- 100% of total implementation in Spring 2014

By Spring 2014, with total implementation, the part time and overload rate will be as follows:

15 base classes	1.000 x hourly rate
18 base classes	0.833 x hourly rate
20 base classes	0.750 x hourly rate
30 base classes	0.500 x hourly rate

Your negotiators worked hard to get this contract, and we hope it will be ratified. Please watch your email for announcements related to availability of actual contract wording, faculty meetings on your campus to get more info and have your

questions answered, and dates of the ratification election.

It has been a pleasure to serve you as your Chief Negotiator.

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