



Dec. 5, 2015

Dear Colleagues,

CCA negotiators met Friday to continue our discussion of faculty chair duties and compensation with Abe Ali, Vice Chancellor of Human Resources, and Dr. Emmanuel Mourtzanos, Dean of Instruction at Bakersfield College. We were joined by Jennifer Johnson, chair of the BC nursing department, to discuss professional experts hired by the department.

This was our last meeting to wrap up the duties of the Chair Assignment Review Task Force (CART), a group made up of chair representatives from each college that gathered information this semester from current and recent department/division chairs to review chair duties and compensation. We have surveyed chairs, gathered information on departments/divisions at each college, researched other contracts, and discussed possible formulas for chair compensation. Through this process, we have exchanged ideas and agreed the ultimate goal of any changes should be to recruit and retain faculty chairs.

We will present a summary of our progress to the Board of Trustees at its Dec. 17 meeting. In January, we begin negotiations on faculty chair compensation. The CCA and management teams will use a facilitator to assist us with the interest-based bargaining process. On Jan. 22, we will meet for a one-day session with facilitator Brigett Bodine, and if needed, we will meet again with Ms. Bodine in March.

On Friday we again exchanged ideas and reviewed the process outlined in the contract for approval of any changes in contract language. We expect to have much more information for you as negotiations progress, and CCA members will be asked to vote to ratify any proposed contract language that could affect chairs' release time and extra duty days. We expect this election to occur sometime next spring.

We also discussed possible changes in health benefits. The overall question that faculty and classified employees will be asked to answer in spring will be whether we want to stay as a self-insured SISC program, or whether we want to move to the SISC pool, a large group of school districts throughout our area that also receives health benefits through SISC. Both options have pros and cons, so come spring, CCA, CSEA, and the district will work with the Fringe Benefits Committee and come up with an informational letter that lists these pros and cons that we can send out to everyone. We will then seek feedback from you to know which option you prefer. That will be the first step in determining how our benefits may change and how much that change may cost.

No matter what is decided, a change will be needed because our health insurance reserves account is diminishing. Right now we are below the SISC recommended reserve limit by more than \$3 million. We expect to discuss health benefits this spring as part of negotiations and bring possible plans to CCA members for approval. This would require CCA members to vote to ratify these changes through an election, with any approved changes expected to start in October 2016.

If you are not a member of CCA, and you would like a voice in your health benefits or in faculty chair compensation, please join now. We have attached the fulltime and part-time membership forms for you.

Sincerely,

Kathy Freeman
KCCCD CCA President
BC Grievance Officer

Ann Marie Wagstaff
Negotiator
Porterville College

Nicole Celaya
Adjunct Negotiator
Porterville College

Tom Greenwood
Chief Negotiator
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