



Feb. 5, 2016

Dear Colleagues,

CCA negotiators are happy to announce that an agreement on a formula for chair-reassigned time was reached today during negotiations with the district team. Overall, chair-reassigned time will remain unchanged or increased depending on the department/division. We will share specifics of this agreement, how it came about, and a chart of reassigned time with department/division chairs and any interested faculty at each campus once we have set dates for meetings. After meeting with chairs, we will post the formula on our website, along with proposed contract language, that CCA members will be asked to vote on this spring.

Both sides believe this agreement is a step forward for faculty chairs and their departments. The election also will bring to a close the discussion on chair duties and compensation required under the current contract. If approved, the new chair reassigned-time formula would go into effect in the 2017-18 academic year, and the proposed language would become part of the 2017-20 contract.

Both sides also agreed to renew the existing MOU regarding the 185-day contract for counselors and librarians for the 2016-17 academic year. Members also will be asked to vote on this issue as part of the spring election.

In addition, CCA negotiators and the district team agreed that before any decisions can be made on changes in health benefits, our members must be surveyed on the important question of whether they wish to stay in the current SISC Self-Insured plan, a plan that covers KCCD's 1,700 employees, or whether they wish to join the much larger SISC pool, a group that includes more than 300,000 school employees. There are pros and cons to both decisions, so today we drafted some preliminary information on these pros and cons that we will distribute in coming weeks.

After we share this information, complete the faculty survey, and reach agreement on health plans, CCA members will be asked to vote on this important choice regarding health benefits, and that vote will determine the health coverage for all faculty. If you are not yet a member of the faculty association, and you care about your health benefits, please join CCA today so you can have a voice in your health insurance coverage.

Both sides agreed that our goal is to resolve the issue of health benefits this spring so faculty members will know what their health plans are in the fall.

The district was represented by Abe Ali, Vice Chancellor of Human Resources; Bill Henry, Porterville College Vice President, Academic Affairs; and Heather Ostash, Cerro Coso Community College Vice President, Student Services.

We will continue our discussion of this issue at our next negotiations meeting, which is set for Friday, Mar. 4.

Sincerely,

Kathy Freeman
KCCD CCA President

Ann Marie Wagstaff
Negotiator
Porterville College

Nicole Celaya
Adjunct Negotiator
Porterville College

Tom Greenwood
Chief Negotiator
Bakersfield College

Matt Crow
Negotiator
Cerro Coso Community College