



Oct. 2, 2015

Dear Colleagues,

CCA negotiators met with Vice Chancellor of Human Resources Abe Ali today to discuss department/division faculty chair responsibilities and compensation. We also briefly discussed the process for reviewing and negotiating potential changes to our current health benefits.

The discussions were collegial and constructive. As a result of language in the 2014-2017 faculty contract, a Chair Assignment Review Task Force (CART) made up of chair representatives from each college is gathering information from current and recent department/division chairs and faculty directors to review chair duties and compensation. As a part of this review, district and CCA negotiators agreed today to the following common interests:

1. Recruit and retain department/division faculty chairs and directors.
2. Fair and equitable workloads.
3. Fair and equitable compensation.
4. Communication between faculty and administrators.
5. Maximize benefits for faculty chairs with regard to CalSTRS.
6. Maintaining experienced faculty in the classroom.
7. Opportunity for faculty leadership development.

We also reviewed possible questions for a chair survey that will be sent out soon as part of the information-gathering process. This survey will be sent to current and recent department/division chairs once the Vice Chancellor and CART representatives have approved the final wording. CART representatives will review the survey language during a meeting with CCA negotiators on Oct. 16, and the Vice Chancellor has been invited to attend that meeting.

Our discussion regarding potential health benefit changes also was cordial and productive. On Sept. 22, the Vice Chancellor notified CCA that based on the annual budget analysis, the district is projecting that the excess health plan reserves will be exhausted during the 2015-16 academic year. This projection was shared with the Fringe Benefits Committee at its Sept. 8 meeting.

The Vice Chancellor and CCA negotiators agreed that a common interest is to evaluate current data regarding the excess health plan reserves, and if warranted, to research potential health care options in a responsible and thoughtful manner. Negotiators and the district will work with the Fringe Benefits Committee this year as we examine possible options.

Sincerely,

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