

**KCCD CCA Executive Council**

**30 August 2021, 1:00-3:00 p.m.**

**Open Session: 1:00 – 2:00 p.m. | Closed Session: 2:00 – 3:00 p.m.**

Voting Members: Quorum is 10 (Matt Crow, Dean Bernsten, Matthew A. Jones, Sherie Burgess, Christine Holland, Sharlene Paxton, Pam Boyles, Ann Tatum, Shawn Newsom, Christian Parker, Joe Slovacek, Dawn Ward, Jay Hargis, Rebecca Baird, E. Paden Burgess, Mike Bonner, and Laura Vitale.)

Present: Matt Crow, Sherie Burgess, Michael Bonner, Rebecca Baird, Shawn Newsom, Jay Hargis, Dawn Ward, Ann Tatum, Dean Bernsten, Joe, Laura Vitale, Christian Parker, and Sharlene Paxton.

Absent: n/a

**Agenda**

**Open Session**

Meeting Called to Order: 1:04pm

Agenda Additions: none

Motion to approve: Jay Hargis

Second: Dean Bernsten

Approval of 10 May 2021 Minutes: approved.

Motion to Approve: Jay Hargis

Second: Dean Bernsten

**Discussion:**

Elections and Membership Update: Michael

Membership sent an email over the summer. There was a group trying to convince people to resign their union memberships. Two issues arose at BC and the individuals were contacted.

However, these individuals never responded. There are currently 283 in the membership.

Bakersfield College gets a fourth representative as well as an Adjunct Representative.

Therefore, an election needs to run for 3 Bakersfield College positions. The goal is to make the Board meeting set for the 19<sup>th</sup> of October.

No objections.

Approved.

**Website Updates**

It was requested on the new website design that a space be included where Agendas are kept.

It was recommended that space be placed above the area provided for the Meeting Minutes.

This new space should act as an archive of Agendas.

**President's Report:**

## 27 August 2021 Next Negotiations

A tentative MOU was concluded with the district. The start of the MOU is boiler plate language which then moves into safety protocols, which are based on both Federal and State guidelines. Faculty have mentioned concerns about needing to recreate their class for online, should everything move online again. The main concern being the work involved in completing such a requirement. The MOU states they won't have to do additional work, but if they do, faculty will be compensated. Individuals who will be unable to return to work will be addressed through the accommodations processes. District is to provide the necessary safety equipment. Faculty will be expected to wear approved face coverings. Any exemptions will need to undergo COVID testing. Faculty can refuse the course entry to a student in a face-to-face class if the student fails to wear appropriate face coverings. In the act of removing the student, the faculty can request both administrative and security support.

Additionally, evaluations are all pushed back one year. CCA will provide the necessary training to evaluation teams.

## Elections/ Mask and Vaccine Mandates

The elections are going to be run again and will be vetted through faculty on all campuses. Bakersfield College has been giving a fair amount of "push-back" on both the mask and vaccine mandates. Porterville College is also facing a fair amount of resistance. Mostly, this is concerning the vaccine.

Before the election is posted, something should be posted explaining the various elements. Feedback is also needed.

Also, at Porterville College there has been discussion about faculty who don't want to get the vaccine and also don't want to work remotely. These individuals, where applicable, have been directed toward religious exemptions.

A question was posed asking if Administration has the right to take away classes from faculty who refuse the mandated vaccination. The CCA acts in the best interest of their constituency and in the interest of other employees. If emails are received concerning the mandate, they should be sent to the chancellor.

The CCA President is will to host informative meetings.

**Discussion:**

Elections and Membership Update: Michael

This was moved up the agenda and covered prior to the President's Report.

Student Support Faculty Return to Campus: Sharlene

On Ground Classes taught by Faculty

At Cerro Coso the question has been asked why non-instructional faculty have not been given the same options as instructional faculty regarding their return to campus. IWV courses are few and low enrolled because, at the time of scheduling, they were still being scheduled for distance learning. This issue falls under two camps: A) Working Conditions and B) Unfair Working Conditions.

Program Review Compensation: Dawn

Dr. Corey Marvin, of Cerro Coso, brought up concerns that faculty have expressed about Cerro Coso's Program Reviews. In various instances, the Department Chair isn't necessarily the individual with knowledge in a given area. As a result of this, others end up writing the Program Review. The question asks if there is a way to give people who are writing the program review a stipend or a partial load. The intention in doing so is not to take away anything from the Department Chairs, but rather to give something to the individuals who are acting as the primary writers of the program review. As such, what is the process for this being decided.

It was advised that this will need to be negotiated across the district. Cerro Coso does Program Review every 5 years. Bakersfield College completes Program Reviews every year for every single program. This responsibility falls on Division Chairs at Porterville College.

Enrollment Fraud: Rebecca

Senate asked Rebecca to bring the following issue to the CCA. Enrollment Fraud is occurring through the use of bots to create discussion board answers at Porterville College. The bot and the person they are acting as stays enrolled until the financial aid is dispersed. Once the financial aid is dispersed, they disappear. The profile of these students has been observed as having several characteristics. They have been older students and listed as attending from outlying areas such as Los Angeles and San Francisco. To combat this issue, it was recommended that faculty do their work in dropping students.

Sick Days and Moving Classes Online: Rebecca

The question arose that since everyone has been trained to teach online and students have become accustomed to learning online, if people were feeling sick could they move that day of class to an online format so as not to report a sick day. The consensus was that the district would likely take the position that if you're sick, you're sick, and take the day off.

A question also arose that what would happen when someone is asymptomatic but tests positive for COVID? If the individual is then quarantined there may be support from the district to move that class online.

### **College Reports:**

Bakersfield College: Ann Tatum

Flex Week- Pam and Ann held two sessions, and created a video.

Cerro Coso College: Joe Slovacek  
Nothing to report.

Porterville College: Jay Hargis

It was reported that an individual at Porterville College through multiple attempts at communication has refused to accept support that has been provided regarding his stance on the contract.

The same individual wanted to know if using online books in an online class was a violation of their academic freedom. The advice provided was that this issue is dependent on departmental policies and that Administration has the right of assignment to choose an adjunct who will teach with an online book.

**Treasurer's Report:** Sherie Burgess

Arbitration Amount Increase

Fiscal Year ends 8/31/21. There are a couple of expenses which have not been included. There is an outstanding check which has not been cashed by arbitrator.

A change was proposed to the Arbitration amount to \$5,000, however, is open to another figure but recommends it needs to be at least \$3,000.

A change to the amount in office supplies was also requested at \$500.

An addition of \$300 for recognition was requested.

No opposition.

**Closed Session Began 2:43pm**

**Closed Session Ended: 2:50**

The Fall 2021 CCA Conference is coming up in October. Membership is asked to consider their interest and availability to attend.

Meeting adjourned by Matt Crow at 2:52 p.m.