

**KCCD CCA Executive Council**

**5 December 2022, 1:00 to 3:00 p.m.**

OPEN SESSION: 1:00 - 3:00 p.m., CLOSED SESSION 1:30-2:30

**2022-23 CCA Exec Council Meeting Dates: (All meeting times 1-3 p.m.)**

Fall: ~~Aug. 29, Sept. 12, Sept. 26, Oct. 10, Oct. 24, Nov 7, Nov. 21, Dec. 5.~~

Spring: TBD (moving the start time to 12:00 noon)

20 voting members--quorum is 11 (Matt Crow, Dean Bernsten, Matthew A. Jones, Sherie Burgess, Maribel Montelongo, Sarah King, Pam Boyles, Ann Tatum, Shawn Newsom, Christian Parker, Tracie Grimes, Jason Stratton, Justin Bell, Joe Slovacek, Sharlene Paxton, Jeff Keele, Joy Lawrence, E. Paden Burgess, Mike Bonner, Julie Plata)

Present: Matt Crow, Matt Andrasian-Jones, Shawn Newsom, Joy Lawrence, Maribel Montelogo, Sherie Burgess, Justin Bell, Tracie Grimes, Joe Slovacek, Sarah King, Christine Okialda, Sharlene Paxton, Rene Mora, Christian Parker, Angelica Vasquez, Pamela Boyles, Ann Tatum, Michael Bonner, Carl Dean

**AGENDA**

**OPEN SESSION**

**MEETING CALLED TO ORDER: 1:06 pm by Matt Crow.**

**APPROVAL OF THE AGENDA**

No additions were added.

*M/S/C: (Joe Slovacek, Sarah King ) motion to approve the agenda. Motion carried.*

**APPROVAL OF MINUTES: 21 November 2022**

No changes were requested.

*M/S/C: ( Pamela Boyles, Joe Slovacek ) motion to approve the minutes. Motion carried.*

**PRESIDENT'S REPORT (Matt Crow)**

- Meeting Time Next Semester: 12:00 to 2:00 pm

- CCA Leadership Academy
  - CCA is calling for people who are interested in participating in leadership academy.
    - Attendance at 4 conferences.
    - Certificate of participation and unit advancement.
    - Those interested look at it [online](#) and indicate interest to Matt Crow.
- Report from IBB Training
  - Training went well.
  - They didn't accomplish everything that was wanted.
  - Try to get a district presentation.
  - IBB stands for Interest-Based Bargaining

## **MEMBERSHIP**

No updates.

## **WEBSITE**

No updates.

## **DISCUSSION**

Carl Dean and Pamela Kelley to address exec on a negotiations issue

3 Main issues:

1. Professional Expert in Athletics
  - a. When people have left the college, BC has hired expertise.
  - b. Bakersfield College is hiring people in place of faculty.
  - c. Pamela has talked with several other colleges.
    - i. They are not hiring professional experts in place of faculty at Saddleback college.
    - ii. A question was asked if the term "Profession Expert" was being applied to "walk-on coaches?" It was replied that these individuals were only hired to be the head coach of that sport.
    - iii. Coaches and Professional Experts are excluded from the bargaining agreement.

- iv. A question was asked what would be the requested solution?
  - 1. When a professional expert is over the sport, there is a conflict with a faculty who is over that sport.
  - 2. The professional expert assumes the faculty member's duties.
  - 3. When all is said and done, the faculty is subordinate to the professional expert. Who in the end is in charge.
    - a. 2 questions for further clarification were asked:
      - i. Why are professional experts over the faculty?
      - ii. What is their role?
  - 4. A concern was raised about 3 head coaches being replaced with Professional Experts. The concern is there will be fewer people in the department qualified to teach the courses.
  - 5. Professional expert is paid significantly more than faculty and they are also being given classes.
  - 6. It was stated by M. Crow that he's not sure if there is space to supersede the contract language surrounding "walk-on coaches."
  - 7. When it comes to assigning grades, it is the faculty who assigns grades.
    - a. A question was asked if there have been disagreements between the professional expert and the faculty regarding grades.
    - b. The district requires students to be enrolled in Intercollegiate classes, which are the classes of concern.

## 2. Contract

- a. Full-time faculty and also an assistant coach. Previously the contract stated all assistant full-time coaches were given an extra 20-day stipend, for extra duties they perform. Somewhere between 2011 and 2012 that changed. Another full-time assistant coach was hired, but he has not been getting his 20 extra days. The current coach still gets his 20-day stipend. The request is that this is placed back into the contract.
- b. Carl Dean sent a request to President Zav, and this was approved.
- c. It has been suggested that the CCA will research when this language disappeared from the contract.

### 3. Coaches Compensation

- a. Would like to see the coach's compensation increased, even the COLA.
- b. Some are walk-ons and are doing games 2 times a week.
- c. Part of their duties also includes out-of-season recruiting.
- d. These positions are doing "over and above."
- e. Walk-On coaches aren't covered in Faculty Contract.
- f. It is recommended to get Dean and Athletic Director weigh in, and take this issue to Administration.
- g. If stipends are open to COLA, all stipends will be brought up according to M. Crow.
- h. Stipends are something that was stated as "worth discussing" during negotiations.

## **COLLEGE REPORTS**

### Bakersfield College (Ann Tatum)

- Reception for all employees. Received thanks for donating.
- BC Academic Senate President asked for CCA Rep to be present.

### Cerro Coso Community College (Joe Slovacek)

- Concerns to be discussed in a closed session.

### Porterville College (Jeff Keele)

- Nothing to report at the current time.

## **TREASURER'S REPORT (SHERIE BURGESS)**

- Gift Card Award
  - Sent out the list of faculty who received the grand prize.
  - Maybe about \$1,000.00 that we may need to spend, which wasn't anticipated.

## CLOSED SESSION

Closed Session began at 1:47 pm by M. Crow.

Update on Negotiations

Update on Grievance  
Closed Session ended at 2:31 pm by M. Crow.

## **ADJOURNMENT**

Meeting adjourned by Matt Crow at 2:32 pm.

## Important Dates

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### Upcoming CCA Conferences:

#### **FALL CONFERENCE**

**Bargaining: TBD**

#### **WINTER CONFERENCE**

**Bargaining, Grievance, or Advocacy: TBD**

#### **SPRING CONFERENCE & WHO AWARDS**

**Membership and Membership Engagement: TBD**