

## KCCD CCA Executive Council

### January 28, 2019 Minutes

Sixteen voting members—quorum is eight (Tom Greenwood, Pam Boyles, Gloria Dumler, Sherie Burgess, Isabel Stierle, Joe Slovacek, Nick Strobel, Angelica Vasquez, Michael Harvath, Rebecca Baird, Ann Tatum, Jay Hargis, Dawn Ward, Ayan Hill, Robert Boyles, Shawn Newsom, and Brian Fischer).

**Present:** Matt Crow, Tom Greenwood, Sean Newsom, Robert Boyles, Isabel Stierle, Ayan Hill, Michael Harvath, Ann Tatum, Pam Boyles, Gloria Dumler, Ann Marie Wagstaff, Angelica Vasquez, Ann Tatum, Nick Strobel, Bryan Fisher, Dawn Ward, Joe Slovacek, and Laura Vasquez.

Absent: Sherie Burgess.

#### **Open Session:**

**Meeting called to order, agenda additions, and approval — Tom.** The meeting was called to order at 1:03.

**Approval of Minutes for December 3 — Gloria.** Isabel moved/Ann seconded that we approve the minutes; all approved.

#### **College Reports:**

##### **Bakersfield College — Isabel**

- 1) During our recent Opening Day event on Jan. 10, a new program was rolled out called “Early College.” This will be handled by Jean Fuller (retired state senator). <https://www.bakersfieldcollege.edu/jean-fuller-press-releases>. The purpose of this program is to align curriculum between high school and college so that a student could earn a certificate or associate degree by the time they graduate from high school.
- 2) BC is starting to have more demolition carried out on campus including the Campus Center. Currently, the Food Services are being housed at the Huddle in the Gym, Health Services and SGA are housed in the Levinson Hall, and the *Renegade Rip* newspaper personnel are working out of Language Arts. The new building completion is planned in about two years.
- 3) There is an office for CTA/NEA in Bakersfield, and they are offering a series of free movies on Mondays at 6:00. Today’s movie is called *Apple Pushers*. According to the documentary’s official site, “*The Apple Pushers*, written and directed by Mary Mazzio, narrated by Academy Award nominee Edward Norton, and underwritten by the Laurie M. Tisch Illumination Fund, follows immigrant street vendors who are rolling fresh fruits and vegetables into the inner cities of New York (where finding a fresh red ripe apple can be a serious challenge). Through the lens of their powerful and deeply personal stories,

the film examines such hot-button issues as food access, the obesity crisis, immigration, entrepreneurship, and what it really takes to achieve the American Dream.

- 4) There is chapter for CTA/NEA retirees in Bakersfield called the Sierra Chapter. Retirees can continue as members. They cannot vote, but they can retain other benefits. Isabel has the contact information.

#### **Cerro Coso College— Joe.**

- 1) A Cerro Coso faculty member requested the academic calendar for the year. They do not appear to have one for their college yet. He was directed to the academic senate
- 2) An online Spanish teacher complained that their classes are being canceled because BC is offering “too many” online Spanish classes. This is not a union issue, however.
- 3) Someone complained to Joe about an administrator listening to negative hearsay and passing it on. This itself is not a union issue, but it could become one if something that could cause a grievance results.
- 4) A new faculty member who teaches four nights a week has concerns about the future assignments. Tom pointed out that the contract specifies that a faculty member cannot be compelled to teach more than two evenings a week or one evening and one weekend (Article 8, G2).

**Porterville College — Jay.** There is nothing new to report.

**Treasurer’s Report – Sherie.** No report at this time.

**Grievance Update — Mike.** A faculty member is being represented in a grievance meeting today. Michael has filed two grievances for faculty, one dealing with mileage and one with another issue. Pam and Michael have met with two people who could file grievances if he tissues cannot be resolved. Joe has had some meetings at Cerro Coso but no official grievances.

**Cerro Coso Grievance Officer – Tom.** Laura Vasquez, an eleven-year faculty member, is willing to take this position. Ann Marie moved/Robert seconded that Laura Vasquez be appointed Cerro Coso grievance officer; all approved. Michael will finish and current grievances, but Laura will handle all new cases.

Laura Vasquez will receive 0.1 reassign time and Michael Harvath will continue on existing Cerro Coso grievances and will receive 0.1 reassign time. We usually assign 0.2 for college grievance chairs, but Michael and Laura will split it this semester. Changes are highlighted in yellow.

#### Spring 2019:

Tom Greenwood, .50 (Chief Negotiator, .50)

Michael Harvath, .30 (Chief Grievance, .10; BC grievance, .10, CC grievance, .10)

Pam Boyles, .10 (BC grievance, .10)

Jay Hargis, .20 (PC grievance)

Laura Vasquez, .10 (CC grievance, .10)

Matt Crow, .20 (CC negotiator, .20)

Ann Tatum, .20 (BC negotiator, .20)

Ann Marie Wagstaff, .20 (PC negotiator, .20)

Jose Martin, .20 (Adjunct negotiator, .20)

**Total for Spring 2019: 2.00**

**SLO Assessment – Tom.** The union sent out a letter that let faculty know that using eLumen for SLO assessment is optional.

**Course Materials and the BC Bookstore – Tom/Mike.** Tom sent out the BC bookstore agreement policy on copyright materials. The bookstore says that it is in the contract with KCCD that “all course materials”—including any handouts that we write ourselves—are to be submitted to the bookstore so that it can print them up in a course pack.

In our contract, Under Article 4.A.2 (Academic Freedom) it states:

Faculty members shall be free to exercise academic freedom, including freedom of investigation, freedom of discussion in the classroom, freedom to select texts and other instructional materials, freedom of assignment of instructional exercises, and freedom of evaluation of student efforts.

**Inmate Education – Tom.** Tom wanted to know if there a big concern at Cerro Coso over hiring faculty full time specifically for inmate education. Apparently, some faculty consider that this makes teaching at a prison involuntary if they change their mind after two years but must either continue or lose their jobs. The primary concern is that this is a beginning move, where administration might start to use this as a precedent to require other faculty involuntarily to teach at a prison. Another issue is that enrollment at Cerro Coso in traditional classes is decreasing, and there might not be enough courses outside the prison program if faculty want to back out.

**Closed session:**

Closed session began at 2:21.

**Update on Negotiations — Tom/Ann.**

**Open Session:**

We returned to open session at 2:38.

**Catastrophic Leave Bank – Tom.** The deadline for donating to the Catastrophic Leave Bank is February 11. Tom emailed the executive council the following information:

I wanted to send out a reminder about the Catastrophic Leave Bank. Last May, faculty approved the Catastrophic Leave side letter, which lets faculty donate their sick days to the bank in order to help other faculty who may run out of sick days due to a catastrophic event. Once you donate to the bank, you are eligible to use the bank in the case of such an incident occurring. To remain eligible, you would have to donate one extra sick day, but only in the case if the bank becomes depleted due to use.

The full-time catastrophic leave bank allows full-time faculty to receive donations that supplement the pay they receive while on 100-day differential pay, helping to restore salaries. To become eligible for the bank, you must donate one sick day. You can donate more than one sick day if you wish.

For the bank to be successful, we need donations from as many faculty as possible. There have been many cases in the past where faculty have had a serious illness which has resulted in financial hardship after they have exhausted their sick leave.

If you are interested in donating, please fill out the attachment and follow the directions in the forwarded e-mail. If you want to find out more about the details of the catastrophic leave bank, please click on the following

link: [https://www.kccdcca.com/uploads/9/8/5/8/98589460/side\\_letter\\_-\\_catastrophic\\_leave\\_-\\_2018.pdf](https://www.kccdcca.com/uploads/9/8/5/8/98589460/side_letter_-_catastrophic_leave_-_2018.pdf)

Please join me in making a one-day (or more) donation to the catastrophic leave bank.

Tom also forwarded to faculty the following information:

Good Afternoon Faculty,

I am excited to announce the initial call for Catastrophic Leave Donations for the faculty. The initial open enrollment period to participate in the catastrophic leave bank will be from January 12, 2019 – February 11, 2019. If you wish to join the Catastrophic Leave Bank, please fill out and sign the attached Catastrophic Leave Donation Form and return it to: **District Human Resources-Attention Catastrophic Leave Committee at [catastrophicleave@kccd.edu](mailto:catastrophicleave@kccd.edu)**.

Please refer to the CCA Agreement and side letter for more information on the Catastrophic Leave Bank <https://www.kccd.edu/human-resources/employee-contracts>. If you still have questions regarding the leave you may contact one of the Catastrophic Leave Committee members listed or email [catastrophicleave@kccd.edu](mailto:catastrophicleave@kccd.edu).

Kimberly McAbee, [kmcabee@kccd.edu](mailto:kmcabee@kccd.edu), 661-336-5121  
Ann Tatum, [atatum@bakersfieldcollege.edu](mailto:atatum@bakersfieldcollege.edu), 661-395-4362

Robert Boyles, [robert.boyles@bakersfieldcollege.edu](mailto:robert.boyles@bakersfieldcollege.edu)  
Anne VanDerHorst, [avanderh@portervillecollege.edu](mailto:avanderh@portervillecollege.edu), 559-791-2457

**Membership – Tom/Ayan.** Ayan is updating the list.

**Elections Update – Tom/Ayan.** We will start looking at mid-April for election of officers.

**CCA Winter Conference – Tom.** Ann will be going.

**Future Positions – Tom.** We need to think about future positions opening. Quite a few executive council members will be leaving.

**Summer Counseling Hours – Angelica.** Historically, for their extra hours, counselors have done seven hours. Now the district is saying that the contract specifies eight hours.

**Adjournment — Tom.** The meeting was adjourned at 3:00. (I forgot the actual time—does this sound right?)

### **Important Upcoming Dates**

#### **2018-19 CCA Exec Council Meeting Dates: (All meeting times 1-3 p.m.)**

**Spring:** Feb. 11, Feb. 25, Mar. 11, Apr. 1, Apr. 22, and May 6.

#### **Upcoming CCA Conferences**

**Feb. 8-10, 2019: CCA 2019 Winter Conference, Doubletree Hilton, San Diego Mission Valley:** Theme is “Collective Bargaining Hints, Tricks, and Tips.”

**April 26-28, 2019: CCA 2019 Spring Conference, Hilton Irvine, Orange County Airport:** Theme is “Advocacy in Action.”