

**KCCD CCA Executive Council**  
**May 6<sup>th</sup> , 2019 Minutes**

**Fifteen voting members** (quorum is eight):

Matt Crow, Pam Boyles, Angelica Vasquez, Sherie Burgess, Joe Slovacek, Rebecca Baird, Ann Tatum, Christian Parker, Vanessa Bell, Jay Hargis, Dawn Ward, Ayan Hill, Justin Bell, Neal Blaike, and Laura Vasquez

**Present:** Matt Crow, Pam Boyles, Angelica Vasquez, Joe Slovacek, Rebecca Baird, Ann Tatum, Christian Parker, Jay Hargis, Dawn Ward, Ayan Hill, Neal Blaike, and Laura Vasquez

**Absent:** Sherie Burgess, Vanessa Bell, and Justin Bell

**Open Session:**

**Meeting called to order, agenda change, and approval — Tom.**

- Meeting called to order-
- Agenda Change
- Motion to approve agenda- Isabela
- 2<sup>nd</sup> Ann Tatum

**Approval of Minutes for April 22<sup>nd</sup> and April 1<sup>st</sup>**

- Minutes for April 22<sup>nd</sup> were slightly altered. The corrected version will be available on the [KCCD.cca.com](http://KCCD.cca.com) website

- Isabel moved to approve the minutes for April 1<sup>st</sup> and the updated minutes for April 22<sup>nd</sup>
- Angel 2nd

### **Closed Session:**

- From 1:12 pm to 1:19 pm

### **Open Session:**

### **Enrollment management:**

There have been concerns with software so a meeting with Bill Mosley was scheduled.

Current platform: Schedule Plus will no longer be supported by windows. This will be in the very near future.

Schedule plus is used for: Payroll, HR, and scheduling of events

They are in process of shopping for a new software, but have found none that provide all the functions of schedule plus.

In about a year they may try to roll out a new program used by Sierra College with Predictive Analytics. This would affect the entire district.

### **College Council Report –**

President Christian started the meeting by inviting everyone to the forums on Monday, May 13<sup>th</sup> for the 3 finalists for the Vice President of Instruction position.

College Council then had the 2<sup>nd</sup> reading of the B.C. Student Equity Plan, which is available

here: [https://committees.kccd.edu/sites/committees.kccd.edu/files/BC\\_Student\\_Equity\\_Plan\\_NOVA\\_Draft\\_0.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/BC_Student_Equity_Plan_NOVA_Draft_0.pdf) An executive summary of the long plan is

here: [https://committees.kccd.edu/sites/committees.kccd.edu/files/BC\\_Student%20Equity%20Plan\\_Summary2019\\_v3\\_0.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/BC_Student%20Equity%20Plan_Summary2019_v3_0.pdf)

College Council voted to approve the plan.

AIQ (Accreditation and Institutional Quality) reported that Bakersfield College's Vision for Success has been approved by the Board of Trustees. That vision is

here: [https://committees.kccd.edu/sites/committees.kccd.edu/files/VfS%207.0\\_1.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/VfS%207.0_1.pdf)

Results from the survey on faculty satisfaction with services provided to them were presented. The results were generally positive. Full results available

here: <https://committees.kccd.edu/sites/committees.kccd.edu/files/AIQSurvey2019final.pdf>

There were Pathways presentations from Social, Behavioral, and Human Services, and from Personal and Career Explorations. Personal and Career Explorations functions as

Bakersfield College's Undecided major. The number of students with this major has been going down over the last 4 years, which is considered good. Full data from both presentations can be found here:

[https://committees.kccd.edu/sites/committees.kccd.edu/files/GPI T.May%202019.Social%20C%20Behavioral%20%26%20Human %20Services%20Pathway.pptx](https://committees.kccd.edu/sites/committees.kccd.edu/files/GPI%20T.May%202019.Social%20C%20Behavioral%20%26%20Human%20Services%20Pathway.pptx)

<https://committees.kccd.edu/sites/committees.kccd.edu/files/Personal%20%20Career%20Exploration%20Pathway.pptx>

Vice President Mike Giacomini presented the 2<sup>nd</sup> reading of B.C.'s Closing the Loop Report. College Council voted to approve the report.

<https://committees.kccd.edu/sites/committees.kccd.edu/files/Closing%20The%20Loop%20May%202019%20v3.pdf>

Dean Billie Jo Rice and Counselor Victor Diaz informed College Council of a program underway to enable students who are not automatically placed in the proper math and English courses to self-place themselves. It is called Guided Self-Placement and is part of our AB 705 implementation process. Only the students who have not filled out the information on previously taken high school math and English courses when they enroll in B.C. will need to do this, which will

be a small minority of students. These students will also have their self-placement checked by a counselor. Basic criteria for English is here:

[https://committees.kccd.edu/sites/committees.kccd.edu/files/English%20Placement%20-%20Effective%20Fall%202019\\_0.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/English%20Placement%20-%20Effective%20Fall%202019_0.pdf)

And for math here:

[https://committees.kccd.edu/sites/committees.kccd.edu/files/Math%20Placement%20-%20Effective%20Fall%202019%205-1-19\\_0.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/Math%20Placement%20-%20Effective%20Fall%202019%205-1-19_0.pdf)

What is on these templates is not what the student will see. The student will follow a one question at a time process on the webpage.

Lastly, Steven Holmes reported on District hiring. The District had been wanting to hire 9 positions. They have lowered that to 4 positions costing \$900,000. Two of these positions have already been hired. The District Budget Office has requested the District Budget remain flat this year, since the college budgets will also be flat. How the District is going to do that with \$900,000 of additional hiring is an interesting question.

As you may remember from previous College Council Reports, the Academic Senate believes that the hiring of the 2

district positions already filled was not done according to proper procedure. There is an interesting exchange of resolutions and letters between the college and the district which can be read here: <https://committees.kccd.edu/sites/committees.kccd.edu/files/Academic%20Senate%20Written%20Report%20to%20College%20Council%20Holmes%2005-03-19.pdf>

Steve Holmes said that he believes that internal remedies for the District's improper hiring have been exhausted, and he is looking to go to an external organization, such as the State Chancellor's Office. Meanwhile B.C.'s moratorium on classified and management hiring because of the college's deficit spending continues.

An agenda for the meeting and all supporting documents are available here:

<https://committees.kccd.edu/bc/committee/collegecouncil>

### **BC Chair Report:**

1. Math B60 and B70: will switch to Math B72 and Math B75 (Fall 2019)

- a) No catalog listing posted, as of spring break & Sum/Fall '19 registrations under way.

b) Summer offerings are slim and filled up, fall listings give no information about the change.

Tom and I spoke with the VP and she will communicate with the committee dealing with this transition to make the information available.

2. BC Retirement reception Tuesday, May 7, 1PM-3:30PM in Levan Center
3. Closing Day Friday, May 10, 8AM Breakfast, 8:30AM scheduled programs
4. Graduation Friday, May 10 evening, held at Rabobank Arena (1001 Truxtun Ave.)

### **PC College Report**

Administration is asking to do Presentation on the Grievance procedure.

2 candidates for VP at PC

### **Cerro Coso College Report**

Nothing to report

### **Treasure Report**

Nothing to Report

## **Grievance**

The Mileage grievance for adjuncts was granted an extension.

They tried to move forward with the process, and wanted both sides to get a choice of 5 arbitrators; however, 10 days passed and no one agreed upon an arbitrator.

*See level 4 grievance in contract*

The association will pick an arbitrator for us.

Be prepared in the future for this to happen when choosing an arbitrator.

A please explain letter was sent out for another grievance that has been filed. This Friday May 10<sup>th</sup> is the deadline for filing a level 2 grievance, which may have to be done.

*Ending Note:*

*Being solely a Grievance officer does not place you on the Executive board nor does it make you a voting member of the KCCD CCA executive board. Therefore, a grievance officer need only attend meetings when he/she has something to report.*

## **Membership/Elections**

Three new members have joined for a grand total of 271.



## **Fringe Benefits**

We needed to elect a new CCA representative for the Fringe Benefit committee and Ann Tatum graciously volunteered to be the new representative.

*Question: Who appoints faculty representative to the Fringe Benefit committee?*

*Answer: The Union does.*

## **CCA conference**

It was Learned that the CCA budget is \$71,000 lower than last year. It is the hope that CCA memberships increase. They asked that each campus continue to recruit.

New Pres: Erik Collamge

VP: Randa Wabe

A couple of changes have been made to the bylaws.

### Helpful advice:

Always request a representative if you think your meeting will be disciplinary in nature.

Less is more when being interviewed.

Do not volunteer information.

Have a signal between you and your representative like a leg tap, when you need to step outside for a break.

If given a choice to end the meeting, do so or wait for a representative. Always wait for a representative.

Reminder there is no client lawyer privilege with your representative.

Always ask what this may be regarding.

Representatives can ask what is the purpose of the meeting before the meeting. The facilitators are not required to give details to the representative.

Once the representative knows the purpose of the meeting they can ask to speak with the faculty member outside before the meeting.

Always Keep track of the time line even if the district does not reply you can move forward.

### AB 897

This bill would change the maximum time a part-time, temporary employee may teach, without becoming a contract employee, to 85% of the hours per week of a full-time employee having comparable duties.

Voted to keep the bill on the watch list instead of approval

CCA can take the position to agree, oppose, or watch.

CCA may eventually support AB 897

**See attachment for more notes on the CCA spring conference.**

**Fall reassign time:**

Below is the reassign time for the CCA (Fall 2019 Semester):

*Matt Crow, .70 (Chief Negotiator, .50, CC Negotiator, .20)*

*Pam Boyles, .30 (Chief Grievance, .10; BC grievance, .20)*

*Jay Hargis, .20 (PC grievance, .20)*

*Laura Vasquez, .20 (CC Grievance, .20)*

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

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

*Total for Fall 2019: 1.80*

*We have an adjunct negotiating position that still needs to be filled. We hope to have someone in place by the fall.*

Motion to approve reassignment times.

- Mike
- Jay 2<sup>nd</sup>

**CCA retreat**

Matt will look into Tehachapi as a retreat site

Potential Topics:

Reviewing Survey

Negotiations: Items for the contract

Membership outreach for adjunct

Flex opportunities

**Adjournment-**

Meeting Adjourned 2:30 pm

#### Important Dates

**2019-20 CCA Exec Council Meeting Dates: (All meeting times 1-3 p.m.)**

Fall: Sept 9, Sept. 23, Oct 7, Oct. 21, Nov 4, Nov. 18, Dec 2

Spring: Jan. 27, Feb. 10, Feb. 24, Mar. 9, Mar 23, Apr. 13, Apr. 27, May 11

#### Upcoming CCA Conferences:

~~Oct. 12-14, 2018: CCA 2018 Fall Conference, Marriott San Jose:~~ Theme is membership engagement and strong local chapters. Interested delegates:

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

~~April 26-28, 2019: CCA 2019 Spring Conference, Hilton Irvine, Orange County Airport:~~ Theme is Advocacy in Action. Interested delegates:

#### CCC CONFER PARTICIPANT INVITATION

**Telephone Conference Line: 1-888-450-4821**

**Participant Passcode: 366849**