

**KCCD CCA Executive Council
10 March 2025, 12:45 to 2:45 p.m.**

OPEN SESSION: 12:45 - 1:45 p.m., CLOSED SESSION 1:45-2:45

**2024-25 CCA Exec Council Meeting Dates:
(All meeting times 12:30-2:30 p.m.)**

Fall: ~~Aug. 26, Sept. 9, Sept. 23, Oct. 7, Oct. 21, Nov. 4, Nov. 18, Dec. 2.~~
Spring: ~~Jan. 27, Feb. 3, Feb. 24,~~ Mar. 10, Mar. 24, Apr. 7, Apr. 21, May 5

20 voting members--quorum is 11 (Matt Crow, Buzz Piersol, Matthew A. Jones, Sherie Burgess, Justin Bell, Joe Slovacek, Pam Boyles, Mike Bonner, Ann Tatum, Shawn Newsom, Christian Parker, Tracie Grimes, Nancy Mai, Maribel Montelongo, Sarah King, Melissa Bowen, Julie Plata, Jeff Keele, Melissa Black, and Clara Zimmerman)

Executive Council Members Present: Matt Crow, Matt Andrasian-jones, Michael Bonner, Justin H. Bell, Nancy Mai, Sherie Burgess, Pam Boyles, Joe Slovacek, Clara Hodges Zimmerman, Buzz Piersol, Jeff Keele, Ann Tatum, Christian Parker, Melissa Bowen

Guests Present: Michael Westwood, Jana Richardson, Dean Joseph Burnsten,

AGENDA

OPEN SESSION

THE MEETING WAS CALLED TO ORDER AT 12:50 PM BY MATT CROW.

APPROVAL OF THE AGENDA

- Additional Items:
 - Department Merger at BC: Ann Tatum and Guest
 - Extending Senate Meeting Times (Ann Tatum)

M/S/C: (Ann Tatum, Michael Bonner) motion to approve the agenda. Motion carried.

APPROVAL OF MINUTES: 24 February 2025

- No changes requested.

M/S/C: (Michael Bonner, Ann Tatum & Melissa Bowen) motion to approve the minutes.

Motion carried.

PRESIDENT'S REPORT (Matt Crow)

- Positive meeting with Vice Chancellor of HR.

DISCUSSION

- Department Merger at BC (Ann Tatum and Guest)
 - Two small departments, EMLS and Foreign Languages, propose to merge their departments.
 - Questions were previously addressed regarding Chair Load.
 - Michael Westwood
 - Neither department can engage fully with BC Community due to the small size (Committees, Task Forces, etc.).
 - EMLS has 3 full-time faculty.
 - Both departments share disciplinary foundations.
 - Some minimum qualifications across departments are shared.
 - Proposal has been approved at BC Senate eBoard and will go to Senate on 3/12.
 - Questions:
 - Is there a timeline for this merger?
 - Westwood communicated that their goal is to establish the merger by Fall 2025.
 - Additional Comments
 - No one would be losing out on their current chair position. There is only one chair currently. So, when merged...one chair would be over the new department.
 - Whoever is chair needs have 10 extra duty days to comply with STERS.
- Scheduling at BC (Ann Tatum)
 - Arvin Center Opened
 - The English department created rules for 4 faculty who were set to go to Arvin.
 - Admin said they wanted to have a consistent presence at Arvin.
 - The concern:

- Scheduling at this level may violate the contract, considering it is meant to be a collaborative effort between the chair and the administrator.
 - Feedback
 - This could be a grievable matter.
- PT Health Care Proposal from District
 - A letter was reviewed that was provided by the District. (See attachment).
 - Pool of \$300,000. Eligible part-time faculty will be considered.
 - A discussion revolved around monthly credits for the benefits.
 - Adjuncts will have access to the same options as Full-Time.
 - *Matt Crow put to a vote to approve the PT Health Care Proposal from District.*
Motion carried unanimously.
 - *Voted to approve by roll call*
 - *Michael Bonner, Jeff Keele, Clara Hodges Zimmerman, Nancy Mai, Sherie Burgess, Buzz Piersol, Pamela Boyles, Justin Bell, Ann Tatum, Melissa Bowen, Matt Andrasian-Jones, Christian Parker*
 - *Absent for voting*
 - *Joe Slovacek*
- Cameras in Classrooms at CC (Matt Crow)
 - Surveillance Cameras will be placed to the new athletic center.
 - Camera placements in cardio, weight room, and gym.
 - Reasoning was that cameras were placed in common public areas.
 - Management states there should be a visible indicator as to whether the cameras were on or off.
 - The decision seems to have been made without faculty input.
 - Faculty are also not being communicated with.
 - Kinesiology Faculty have concerns about students' privacy and see this as an informal observation. They also are concerned it could be a work place conditions violation.
 - Ann Tatum and Jeff Keele were asked to check with Reggie Bolton about this situations at their respective schools.
 - That statement was made regarding the cameras are not controllable by the professor.
 - Tabled until closed session.

Bakersfield College (Ann Tatum)

- Professional Development Regarding Accessibility
- Extending BC Senate Meeting Times
 - A faculty is requesting that Senate meetings times be moved from 4:10 to 5:45 in order to align with our 16-week calendar schedule blocks.

Cerro Coso Community College (Melissa Bowen)

- Mammoth Working Conditions

Porterville College (Jeff Keele)

- Nothing to report.

MEMBERSHIP & WEBSITE (Michael Bonner)

Membership

- 307 Total Members.

Website

- Website has been updated with Meeting Minutes.
- Election formation was added, pending election timeline being approved.

TREASURER'S REPORT (SHERIE BURGESS)

- Question was asked if Michael Bonner and Sarah King received their reimbursements.
 - Michael Confirmed.
 - Sarah was absent.

CLOSED SESSION

Closed Session began at 1:42 pm.

Update on Negotiations

Update on Grievance

Closed Session ended at 2:09 pm.

REPORT FROM CLOSED SESSION

- Melissa Bowen is acting CC Chair by unanimous approval.

ADJOURNMENT

Meeting was adjourned by Matt Crow at 2:12 pm.

Important Dates

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Spring: Jan. 27, Feb. 3, Feb. 24, Mar. 10, Mar. 24, Apr. 7, Apr. 21, May 5

Upcoming CCA Conferences:

FALL CONFERENCE

Bargaining: October 25-27, 2024 Westin Hotel San Francisco Airport

WINTER CONFERENCE: Mid-February TBD

SPRING CONFERENCE & WHO AWARDS: April 25th-27th

<https://cca4us.org/conferences-2/>

SIDE LETTER
By and Between
KERN COMMUNITY COLLEGE DISTRICT
and the
KERN COMMUNITY COLLEGE DISTRICT COMMUNITY COLLEGE
ASSOCIATION (CCA/CTA/NEA)

The Kern Community College District ("District") and the Kern Community College District Community College Association/CTA/NEA ("CCA") hereby agree to the following Side Letter dated January X, 2025.

This Side Letter is not intended to change the terms of the current Collective Bargaining Agreement between CCA and the District ("CBA") but is instead a one-time, non-precedent setting Part-Time Medical Insurance Pilot Program agreement that may not be used as the basis of a past practice by either party.

The District and CCA agree to the following:

1. For the 2025 and 2026 Self-Insured Schools of California (SISC) plan years, the District shall pilot a medical plan premium fund to provide access to District medical plans provided to Full-Time faculty members. No other healthcare benefits shall be provided under this pilot program.
2. For the 2025 and 2026 Self-Insured Schools of California (SISC) plan years, KCCCD shall establish a medical insurance fund to provide funding for Part-Time faculty access to off-set medical insurance premiums. Each plan year, the District shall make available up to \$300,000 to supplement medical insurance premiums. These funds shall not roll over year to year.
3. A part-time faculty member shall be eligible for the same district sponsored medical plans provided to full-time faculty members so long the part-time faculty member meets the following criteria:
 - a. The part-time faculty member has a four (4) semester average load that is greater than or equal to 40% of the minimum of full-time teaching assignment.
 - b. The part-time faculty member must not be receiving medical plan insurance coverage from another employer either directly, as a spouse, domestic partner, or as a dependent.
 - c. An eligible part-time faculty member may elect to choose medical plan insurance for self or self and family at the same cost.
 - d. The District will offer the same medical plans currently available to full-time faculty. Coverage under these medical plans shall be subject to the availability of such plans to the District.
 - e. Any eligible part-time faculty who enrolls in medical shall authorize pre-tax payroll deductions for any net-out-of-pocket amount due from the employee to cover their portion of premiums, if any. **If an enrolled part-time faculty member's payroll schedule does not allow for payroll deductions for net-out-of-pocket, the employee shall be responsible for timely self-paying for any out-of-pocket to the District Human Resources Department.**
 - f. In the event the District's contribution exceeds the individual monthly premium of the selected health care plan, refunds will not be provided to the part-time faculty member.
 - g. Beginning June 2025 for the 2025-2026 academic year the District Human Resources Department will review part-time faculty load assignments for the period of Fall 2023, Spring 2024, Fall 2024, and Spring 2025 to determine which part-time faculty are eligible for health care benefits. If a part-time faculty member is determined eligible, they will be notified no later than 2nd week of July.

If they choose to enroll in medical coverage, they must enroll no later than August 15th for coverage for the period of October 1, 2025, through September 30, 2026. If an eligible part-time faculty member declines coverage when offered they must wait until the following July for a determination of whether they are still eligible and if so, they will once again be offered coverage.

4. **Disenrollment procedures to the process shall include the following:**
 - a. If a previously enrolled part-time faculty member is determined to be ineligible upon the June review of load assignment, they will be disenrolled from coverage at the end of the coverage year.
 - b. If disenrolled per COBRA continuation coverage laws and regulations, they may elect to continue in the plan and accept responsibility for self-paying 100% of the cost of the plan through COBRA election.
 - c. Failure to pay any employee portion of medical benefit premiums will result in discontinuation of coverage effective the first of the month following the lack of payment of the employee portion.

5. The parties shall agree to meet to discuss impacts of any Chancellor's Office approved modification to the Part-Time faculty medical benefit program i.e. approval of a statewide medical insurance pool for Part-Time faculty.

Dated: June 10, 2022

For the District:

For CCA:

Abe Ali
Vice Chancellor, Human Resources
Human Resources, KCCD

Matthew Crow
President
KCCD/CCA

Straw Design:

The intent is to provide part-time faculty affordable medical benefits that are consistent with full time faculty offerings.

Reimbursement

In June 2022, the State Legislature and Governor Gavin Newsom ratified the 2022-2023 State Budget, which increased the Part-Time Faculty Health Insurance Program fund to reimburse districts providing certain medical insurance benefits to part-time faculty from \$490,000 per year to \$200.49 million per year.

- The District Human Resources shall annually review whether the state Chancellor's Office is continuing to offer the 50% reimbursement for the Health Insurance Program Fund.
- If the Health Insurance Program Fund is no longer offered the district will exhaust the pool of funds prior to ending the program.
- Upon receipt of the 50% reimbursement from the state those monies will be placed in the pool of funds. (Abe to check with Mike G.)
- The District shall expend up to \$300,000 per SISC plan year October 1st through September 30th.

Eligibility

A part-time faculty member shall be eligible for the same district sponsored health care benefits provided to full-time faculty members so long the part-time faculty member meets the following criteria:

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- The part-time faculty member must not be receiving health insurance coverage from another employer either directly, as a spouse, domestic partner, or as a dependent.
- An eligible part-time faculty member may elect to choose medical insurance for self or self and family at the same cost.
- The District will offer the same medical plans currently available to full-time faculty. Coverage under these medical plans shall be subject to the availability of such plans to the District.
- Any eligible part-time faculty who enrolls in medical shall authorize pre-tax payroll deductions for any net-out-of-pocket amount due from the employee to cover their portion of premiums, if any. **If an enrolled part-time faculty member's payroll schedule does not allow for payroll deductions for net-out-of-pocket, the employee shall be responsible for timely self-paying for any out-of-pocket to the District Human Resources Department.**
- In the event the District's contribution exceeds the individual monthly premium of the selected health care plan, refunds will not be provided to the part-time faculty member.
- Beginning June 2024 for the 2024-2025 academic year the District Human Resources Department will review part-time faculty load assignments for the period of Fall 2022, Spring 2023, Fall 2023, and Spring 2024 to determine which part-time faculty are eligible for health care benefits. If a part-time faculty member is determined eligible they will be notified no later than 2nd week July. If they choose to enroll in medical coverage they must enroll no later than August 15th for coverage for the period of October 1, 2024 through September 30, 2025. If an eligible part-time faculty member declines coverage when offered they must wait until the following July for a determination of whether they are still eligible and if so, they will once again be offered coverage.

Disenrollment

- If a previously enrolled part-time faculty member is determined to be ineligible upon the June review of load assignment they will be disenrolled from coverage at the end of the coverage year.
- If disenrolled per COBRA continuation coverage laws and regulations they may elect to continue in the plan and accept responsibility for self-paying 102% of the cost of the

plan through COBRA election.

- Failure to pay any employee portion of medical benefit premiums will result in discontinuation of coverage effective the last day of the third calendar month.

Bucket of Money – (Abe to speak to Mike G. about options)