

From: Matthew Crow
Sent: Thursday, February 27, 2014 2:20 PM
To: Pamela Boyles
Cc: cca_exec
Subject: Response to BC FCDC's Request

Below is a summary of the KCCD/CCA Exec's response to the proposals BC FCDC requested we look at.

Recommendation for FLEX Proposal: Currently each college sets its own FLEX requirements. Contract language is unnecessary as long as Ed Code requirements are being met.

Recommendations for "Faculty Professional Expectations and Awareness" documents presented by Bakersfield College's FCDC

1. Regarding all the documents, CCA cannot endorse any document that includes contract language interpretation; if FCDC adds their own interpretation, it should be clearly labeled as such, and the CCA logo will have to be removed from the document.
2. Regarding all the documents, when language taken directly from the contract is used, it should be quoted and identified by article and sub-article letters/numbers; do not include page numbers as they may not be consistent.
3. "Attendance" and "Work Hours": All language addressing contract days is currently being reviewed for clarity, so there is the possibility that language could change during negotiations. FCDC would need to be sure they updated documents accordingly.
4. "Work Hours": The calculations on this document cannot be endorsed by CCA because they are based on an 8.75 hour day and currently, no language in the agreement supports this interpretation. As faculty are not accumulating sick days at that rate, docking them for an 8.75 hour day is problematic at best. Because this is an area of the contract that is in need of clarification, hours should not be laid out; however, the contract language explaining that 75% of faculty time goes to teaching and the remainder to professional duties can be quoted.
5. "Assignment of Classes": It would be good to include some additional language about the chair duties: Article 5. 2. e. states that one duty of the chair is " Develop area schedule of courses and staff assignments to meet student needs, with input from all area faculty."

If you have questions or concerns, call or email me,

Matt

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