

## **Apprenticeship Programs at Bakersfield College**

### **Key Documents for KCCD Board of Trustees**

*Michele Bresso, Dean of Instruction; Cindy Collier, Associate Vice-Chancellor, Economic and Workforce Development; and Kathy Melson, Program Assistant*  
*September 13, 2018*

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- I. Apprenticeship Programs Overview
  
- II. Apprenticeship Programs History and Description
  
- III. Apprenticeship Programs Contacts
  
- IV. Apprenticeship Agreements approved by KCCD Board of Trustees
  - 2017-18 Agreement, approved November 9, 2017

## Bakersfield College Apprenticeship Programs

*Michele Bresso, Dean of Instruction; Cindy Collier, Associate Vice-Chancellor, Economic and Workforce Development; and Kathy Melson, Program Assistant*  
September 13, 2018

For more than 60 years, Bakersfield College has offered apprenticeship programs featuring education in a variety of trades skills. Apprenticeship provides on-the-job training combined with instructional classroom time to become a skilled craftsperson. Each apprenticeship program is registered with the California Division of Apprenticeship Standards.

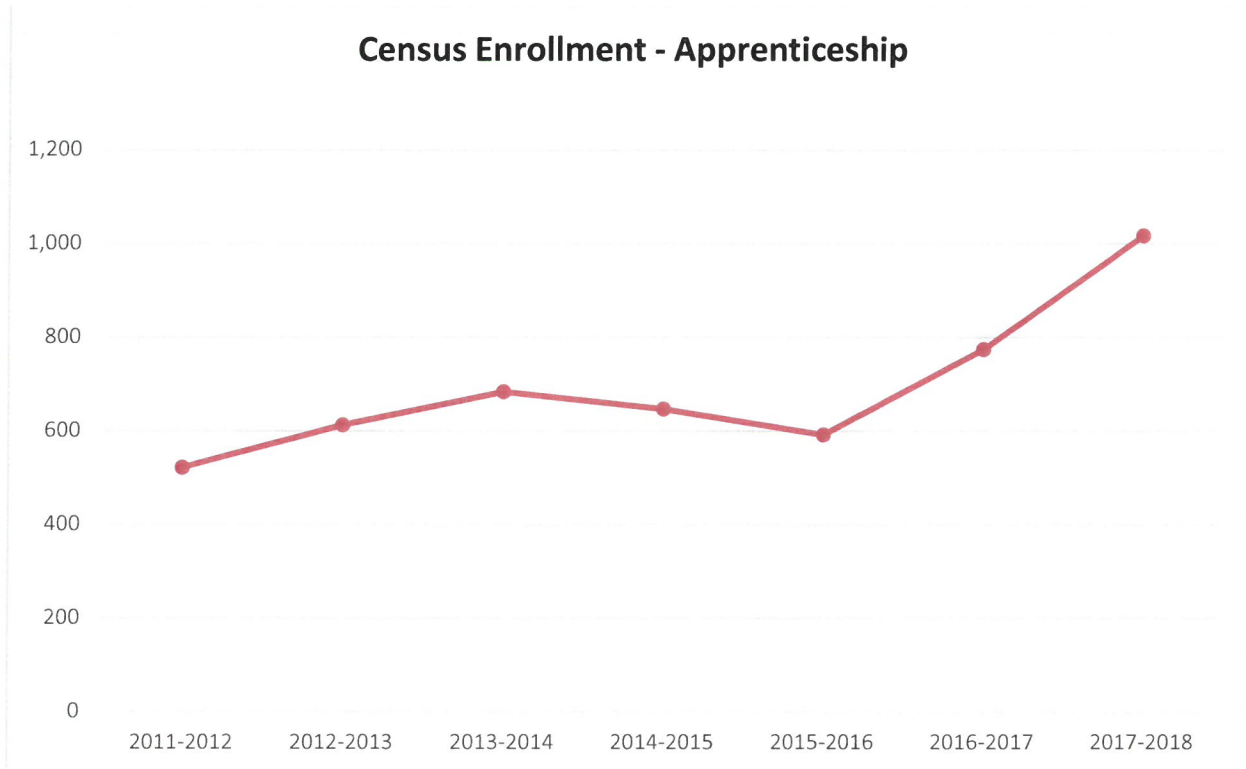
### BC's Apprenticeship Programs

Current Apprenticeship Programs at Bakersfield College are:

- Carpenters
- Electricians
- Operating Engineers
- Plumbers and Pipefitters
- Sheet Metal Workers

### Enrollment Growth Continues

Enrollments in our Apprenticeship Programs has grown steadily over the past six years.



The year 2017-18 Full Time Equivalent Students (FTES) count reflects the Apprenticeship Programs' second highest level in six years. Retention and success rates are enviable with retention at 100% in some years. Success rates are maintained in the high 90<sup>th</sup> percentile.

Academic Year	Census Enrollment	Ending Enrollment	Students/Section	Est FTES	FTES Actual	FTEF	Retention Rate	Success Rate
2011-2012	522	522	4.2	74.0	73.6	0.0	100.0%	97.9%
2012-2013	613	613	3.8	84.3	83.4	0.0	99.5%	97.2%
2013-2014	684	685	4.4	198.4	61.7	0.0	100.0%	96.6%
2014-2015	647	647	4.2	179.2	177.7	0.0	100.0%	97.7%
2015-2016	592	594	5.3	156.6	156.6	0.0	100.0%	98.3%
2016-2017	774	770	7.7	158.0	147.4	0.0	99.4%	95.7%
2017-2018	1,017	1,011	9.9	195.3	180.8	0.0	99.2%	96.0%

### Carpentry Apprenticeship

The Carpentry Apprenticeship is provided at Bakersfield College and populated based on the number of Apprenticeship positions identified each year by the affiliated trades union. Carpentry Apprenticeship students at BC boast a 100% completion and success rate. The count of FTES (Full-Time Equivalent Students) in our Carpentry Apprenticeship Programs between 2012-13 and 2014-15 and success rates are shown below disaggregated by course. The Carpentry Apprenticeship Program moved to another community college for two years—Fall 2015 to Fall 2017--because the apprentices selected by the trade union in those years lived far enough outside of Bakersfield that another institution was sought as more central to the student population. The program returned to Bakersfield in fall 2018. Data for this most recent year will be available in the near future.

Course	FTES Combined 2012-13 to 2014-15	Success Rate
249C Cooperative Work Experience	22.5	100%
B55-1 Carpentry Performance Evaluated Training System	4.3	100%
B55-2 Carpentry Performance Evaluated Training System	3.0	100%
B55-3 Carpentry Performance Evaluated Training System	1.5	100%
B55-4 Carpentry Performance Evaluated Training System	1.8	100%
B55-5 Carpentry Performance Evaluated Training System	2.0	100%
B55-6 Carpentry Performance Evaluated Training System	1.0	100%
B55-7 Carpentry Performance Evaluated Training System	1.3	100%
B55-8 Carpentry Performance Evaluated Training System	.8	100%
<b>TOTAL FTES</b>	<b>38.2</b>	<b>100%</b>

### Advantages to Apprenticeship Program Participation at Bakersfield College

Apprenticeship students garner multiple life and career advantages through participation in the BC Apprenticeship Program. Students earn college credit for their 300 hours of instructional experience and complete a Certificate of Achievement from BC. Meanwhile, they are working full time in their chosen career field and applying what they are learning in their on-the-job experiences. All classes are held at off-campus facilities in conjunction with the appropriate trades union.

## **Bakersfield College**

### **Apprenticeship Programs History and Description**

*Prepared by Kathy Melson, Program Assistant*

*September 13, 2018*

#### **How long have the Construction Apprenticeship Programs been in operation?**

The Federal Apprenticeship Act started July 1, 1937. Seventy-Nine years ago, the Shelley-Maloney Apprentice Labor Standards Act of 1939 for California. Apprenticeship has been a part of Bakersfield College since early 50's.

#### **How would you describe/define the program?**

- Apprenticeship provides on-the-job training and in-class instruction to become a skilled craftsman.
- Each of the apprenticeship programs are registered with the State, "Division of Apprenticeship Standards" DAS. Programs registered with the State will have a "Letter of Determination" from their LEA "Local Education Agency". Each apprentice signs an "Apprentice Agreement" for the DAS.
- Bakersfield College is the LEA for the Local Trades: Carpenters, Electricians, Plumbers and Sheet Metal.

#### **How many students participate and how has that number changed over the years?**

Local apprenticeships determine the number of apprentices to work. Numbers have varied over the years.

#### **What are the advantages to being an apprentice through the BC program?**

College Credit and a Certificate of Achievement. All classes are at off campus facilities. Apprentices can continue coursework at BC to receive an AA/AS.

#### **What are areas where you would like to see change or improvement in the program?**

Administration awareness of Apprenticeship program.

#### **Additional Information**

Bakersfield College receives \$6.25 per hour, per student. As per the "Apprenticeship Program Agreement between Kern Community College District and Apprenticeship Councils" 75% is paid to the Apprenticeships and Bakersfield College keeps 25%. In addition, the Apprenticeships receive \$115 per Work Experience Student completing 300 hours per semester.

**Bakersfield College**  
**Apprenticeship Programs – Contacts and Requirements**  
*Prepared by Kathy Melson, Program Assistant*  
*September 5, 2018*

CONTACT PERSON	JATC/ADVISORY COMMITTEE	LOCATION	CONTACT #
Dean of Instruction	Michele Bresso, Dean <a href="mailto:mbresso@bakersfieldcollege.edu">mbresso@bakersfieldcollege.edu</a>	Engineering & Industrial Technology - INDT 1	
BC Apprenticeship Department Assistant	Kathy Melson <a href="mailto:kmelson@bakersfieldcollege.edu">kmelson@bakersfieldcollege.edu</a>	Engineering & Industrial Technology - INDT 1	661.395.4408 fax 661.395.4522
<b>Carpenters</b> 4 year program; day classes held 2 weeks per semester, 17 years or older (Bring Driver's License or Birth Certificate & Social Security Card or Immigration to 911 20 <sup>th</sup> Street, 93301 fill out application and sign an applicant list)	Coordinator Jacob Padilla <a href="mailto:jacobpp@swctf.org">jacobpp@swctf.org</a> Web Information <a href="http://www.swctf.org/home/sc_train_center.html">http://www.swctf.org/home/sc_train_center.html</a> <i>Southwest Carpenters Training Fund</i>	School - Location Only 4747 East Brundage Lane Bakersfield, CA 93307  <u>Union Hall</u> 911 20 <sup>th</sup> Street Bakersfield, CA 93301	661.327.1429
<b>Electricians</b> 5 year program; work days, classes 1 day every other week; Completed Course in Algebra with a C or better, High School or Equivalent, 18 years or older (Send or hand deliver an officially sealed transcript(s) with Graduation or Equivalent & completed Algebra "C" or better or equivalent to 3805 North Sillect, 93308 contact school)	Greg Rogers – Training Director <a href="mailto:greg@428iatc.org">greg@428iatc.org</a> Web Information <a href="http://www.ibew428.org/">http://www.ibew428.org/</a> <i>Kern County Electrical Industry Joint Apprenticeship and Training Committee</i>	School & Office Assistant Christie Coy <a href="mailto:christie@428iatc.org">christie@428iatc.org</a> 3805 North Sillect Avenue Bakersfield, CA 93308	661.324.0105 fax 661.324.4121
<b>Plumbers/Pipefitters</b> 5 year program; work days, day and/or evening classes High School Diploma or Equivalent, 18 years or older (Bring official transcripts with Graduation or Equivalent, Drivers License & Social Security Card to 6718 Meany Avenue, 93308 M-F, 2:30-4:30pm, fill out application, math test)	Jesse Roman – Facility Supervisor <a href="mailto:jesseR@ajtraining.org">jesseR@ajtraining.org</a> Web Information <a href="https://local460.com/">https://local460.com/</a> <i>Pipe Trade Joint Apprenticeship Training and Education committee Kern-Inyo-Mono Counties</i>	School & Office 6820 Meany Avenue Bakersfield, CA 93308  <u>Union Hall</u> (fill application & test) 6718 Meany Avenue Bakersfield, CA 93308	661.589.3824 fax 661.589.1059  661.589.4600 fax 661.589.3196
<b>Sheet Metal</b> 5 year program; work days, evening classes High School Diploma or Equivalent, 18 years or older (Bring official transcripts with Graduation or Equivalent, DMV Print Out, Valid Drivers License & Social Security Card to 620 Enterprise Way Suite A, 93307 fill out application & sign list)	Will Scott – Business Agent/Coordinator <a href="mailto:wscott@local105.org">wscott@local105.org</a> Web Information <a href="https://smart-union.org/">https://smart-union.org/</a> <i>Sheet Metal Workers International Association Kern County Joint Apprenticeship Committee</i>	School & Office 620 Enterprise Way Suite A Bakersfield, CA 93307	661.832.1257 fax 661.832.1292

Registration, attendance and testing (may include drug testing at another facility) held at each program's school site while earning Bakersfield College credits. Bakersfield College Assessment test is not required.  
 If you are entering a Bakersfield College Apprenticeship, go online to enter your application: <https://www.bakersfieldcollege.edu/apply>



## Agenda Item Details

Meeting	Nov 09, 2017 - Board of Trustees Regular Meeting
Category	9. (Business Services --- Approval) The Business Services items listed below are recommended for approval to authorize the Chancellor or Chief Financial Officer to execute agreements to procure construction services above \$45,000 or to procure goods and services other than construction services above \$88,300, in accordance with Board Policy 3A9A. All amounts designated are not to exceed the specified amount unless otherwise noted.
Subject	A. Authorization for the Chief Financial Officer to renew an agreement between the Kern Community College District, on behalf of Bakersfield College, and the Joint Apprenticeship Councils (JAC). The term is from July 1, 2017 through June 30, 2018. Projected revenue to the District is \$200,000.00, to be deposited in RP431 Restricted Grant Program fund.
Type	Action
Preferred Date	Nov 09, 2017
Absolute Date	Nov 09, 2017
Fiscal Impact	Yes
Dollar Amount	200,000.00
Budgeted	Yes
Budget Source	RP431 Restricted Grant Program fund
Recommended Action	Recommended for Approval

Bakersfield College provides related and supplemental vocational education for students in the Apprenticeship program. The Joint Apprenticeship Councils (JAC) provides and maintains necessary instructional materials, equipment, tools and facilities to conduct the instructional program. KCCD will compensate JAC for the use of the facilities and Apprenticeship Coordinators/Training Directors.

[APPRENTICESHIP AGREEMENT Revised 1 year 2017-18 FINAL.pdf \(290 KB\)](#)

## Motion & Voting

Recommended for Approval

Motion by Kyle W Carter, second by Dennis L Beebe.

Final Resolution: Motion Carries

Ayes: Dennis L Beebe, Kay S Meek, Mark Storch, Romeo Agbalog, Kyle W Carter, John S Corkins, William M Thomas

APPRENTICESHIP PROGRAM AGREEMENT BETWEEN

KERN COMMUNITY COLLEGE DISTRICT

AND

JOINT APPRENTICESHIP COUNCILS

2017-2018

THIS AGREEMENT made and entered into this 1st day of July, 2017, by and between the JOINT APPRENTICESHIP COUNCILS, hereinafter referred to as JAC'S and KERN COMMUNITY COLLEGE DISTRICT, a political division of the state of California, hereinafter referred to as District.

WITNESSETH

ARTICLE I - Recitals

WHEREAS:

- (a) The District provides related and supplemental vocational education for apprentices through Bakersfield College in accordance with the provisions of Labor Code Section 3070 et seq.
- (b) JAC's and the District are mutually desirous of entering into an Agreement to providing training for apprentices including certain facilities, equipment, utilities, supplies and custodial services.

NOW, THEREFORE, FOR AND IN CONSIDERATION of the following covenants and conditions, the parties hereto agree as follows:

Article II - Responsibility of the District

1. To conduct related instructional classes for apprentices/trainees.
2. To provide a properly credentialed instructional staff for said classes at a ratio of one instructor for each ten students. This ratio shall apply as an average for the total apprenticeship instruction program and shall not be changed or altered except with the mutual consent of said parties hereto.
3. To provide a program coordinator and/or dean who will supervise the instructors, organize and provide class schedules and register students.
4. The District shall, after considering recommendations from the JAC'S, select, employ, pay, supervise, terminate and employ substitute instructors. The District, in accordance with AB 1725, shall have the final determination on the qualifications of substitute instructors.
5. To require that all District employees carry out their responsibilities in accordance with the appropriate job description and District policies and procedures. Such responsibilities include, but are not limited to, all District reporting requirements, all State or Federal reports, forms, or surveys, JAC required reports and the articles and provisions contained in the current employee contract.
6. To pay the contracted services sum agreed upon and hereinafter set forth to JAC's for the use of the classroom and shop facilities so long as this Agreement remains in effect.
7. To retain title to and maintain any instructional or office equipment furnished by District.
8. To provide equal representation prior to program approval on future programs that may result in conflicts with existing apprenticeship related instructional classes.

Article III - Responsibilities of JAC's

1. To provide industry coordinators to supervise the apprentices/trainees while they are on-the-job and to maintain records of on-the-job progress. Said coordinators will assist the apprenticeship program Directors in providing instructor in-service training with emphasis on manipulative instructional techniques. Development and conduct of in-service training is not a part of this contract.
2. To provide the necessary instructional materials (including audiovisual) over and above the amount shown in the annual budget as may be required.
3. To make available to District, for supplemental and related apprentice and Journeyman upgrading classes, facilities in the City of Bakersfield, State of California. JAC's will be responsible for the care, maintenance and operation of these facilities and any alterations that may hereinafter be made to the facilities. Facility and all alterations will meet District facility standards where applicable.
4. To provide, install, and maintain in a safe condition power equipment and hand tools necessary to conduct the instructional program.

Article IV - General Provisions

1. The initial term of this agreement shall commence on July 1, 2017 and end on June 30, 2018. Hereinafter, if both parties agree to continue the Apprenticeship Programs, negotiations for a new agreement shall be concluded by May 1st, 2018.
2. This Agreement covers the following apprenticeable trades under the jurisdiction of the Labor Management Committee of Kern, Inyo and Mono Counties: Carpenters, Electricians, Plumbers, Operating Engineers and Sheet Metal Workers.
3. All persons employed by JAC's and performing services for JAC's shall be solely employees of JAC's and not employees of the District. JAC's shall be solely responsible for the salaries of other benefits including Workers' Compensation of all such personnel.
4. When an employee of the JAC's is also an employee of the District, the JAC's must assure the District that said employee is not receiving pay for the identical hours from both the JAC's and the District by completing and filing with the District a disclaimer statement herein attached as Exhibit A.
5. For the use of the above-described, approved, facilities, District shall pay to the JAC's a sum in accordance with the budget attached hereto. Work experience shall be paid at the end of each semester upon completion and verification of appropriate student forms by the College Work Experience Coordinator.
6. This Agreement and the rights and duties there under shall not be assigned in whole or in part without the expressed written consent of both parties.
7. JAC's agree to defend, hold harmless and indemnify the District and District's officers, employees, trustees, agents, successors and assigns against all claims, suits, expenses (including reasonable attorney's fees), losses, penalties, fines, costs and liability whether in contract, tort or strict liability (including, but not limited to, personal injury, death at any time and property damage) arising out of or made necessary by JAC's breach of the terms of this Agreement or by JAC's act or omissions in providing services to District or undertaking work on District's premises. In the event that any action or proceeding is brought against District by reason of any claim or demand discussed in this section upon notice from District, JAC's shall defend the action or proceeding at JAC's expense through counsel reasonably satisfactory to District. The obligations to indemnify set forth in this section shall include reasonable attorney's fees and investigation costs and all other reasonable costs, expenses and liabilities from the first notice that any claim or demand is to be made.



JAC's obligations under this section shall apply regardless of whether District (or any of its officers, employees, trustees, or agents) are actively or passively negligent, but shall not apply to any loss, liability, fine, penalty, forfeiture, cost or damage caused solely by the active negligence or by the willful misconduct of District.

JAC's shall obtain, pay for and maintain, in effect during the life of this Agreement, the following policies of insurance issued by an insurance company rated not less than "A-VII" in Best Insurance Rating Guide and admitted to do business in California: (1) commercial general liability insurance (including contractual, products and completed operations, coverages, bodily injury and property damage liability insurance) with single combined limits of not less than \$1,000,000 per occurrence; (2) commercial automobile liability insurance for "any auto" with combined single limits of liability of not less than \$1,000,000 per occurrence; (3) professional liability insurance (errors and omissions) with a limit of liability of not less than \$1,000,000 per occurrence; and (4) workers' compensation insurance as required under state law. Each policy shall contain an endorsement naming District as an additional insured insofar as this Agreement is concerned, and provide that written notice shall be given to District at least 30 days prior to cancellation or material change in the form of the policy or reduction in coverage. JAC's shall furnish District with a certificate of insurance containing the endorsements required under this section, and District shall have the right to inspect JAC's original insurance policies upon request. Upon notification of receipt of a notice of cancellation, change or reduction in coverage, JAC's shall immediately file with District a certified copy of the required new or renewal policy and certificates for such policy.

Nothing in this section concerning minimum insurance requirements shall reduce JAC's liabilities or obligations under the indemnification provisions of this Agreement. If at any time JAC's fail to maintain the required insurance in full force and effect, District may cause all work under this Agreement to cease. The terms, conditions and provisions of this Agreement shall be binding on the parties thereto, their successors, agents and assigns.

8. In compliance with Title VI of the Civil Rights Act 1964, Bakersfield College and the affiliated Joint Apprenticeship Committee sponsors, Apprentice programs, do not discriminate in membership or training as required by 34 C.F.R. Part 100-Appendix B, Section VII, Part B.
- 8a. In compliance with the requirements of the Civil Right Act, and the Americans with Disabilities Act (ADA-1992), Bakersfield College and the JAC do not engage in discrimination against its members or applicants for membership based on race, color, national origin, ancestry, gender, age, religion, marital status, medical condition or disability. The lack of English language skills will not be a barrier to administration and participation in vocational education programs. (Title VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 503 and 504 of the Rehabilitation Act of 1973, as amended.)

All persons have the right to seek admission to and complete an educational program at Bakersfield College. Interference with students' access and successful completion of their education by any person through unlawful discriminatory conduct will not be tolerated. The college will initiate disciplinary action against persons found to have interfered with a students' education through any means of illegal or immoral intimidation.

Kern Community College District will afford reasonable accommodations for applicants and employees to enable qualified individuals to perform essential job functions. Students with disabilities will be accommodated to ensure accessibility and full participation in educational programs. To request reasonable accommodations, applicants and employees should contact the Safety Coordinator at (661) 336-5135. Students should contact Disabled Students Programs & Services (DSP&S) at (661) 395-4334.

A complaint of alleged discrimination may be filed within one year of the alleged discrimination. For complaint forms or additional information, contact one of the following:

Dena Rhoades  
Manager of Human Resources  
A19; (661) 395-4850  
[drhoades@kccd.edu](mailto:drhoades@kccd.edu)

Nan Gomez-Heitzeberg  
Office of Academic Affairs  
Executive Vice President  
504/ADA Compliance Administration  
Administration A3; (661) 395-4406  
[ngomez@bakersfieldcollege.edu](mailto:ngomez@bakersfieldcollege.edu)

Dean of Students (Vacant)  
Campus Center 4; (661) 395-4614

Terri Goldstein  
Director of Supportive Services (DSP & S)  
Student Services 22; (661) 395-4590  
[terri.goldstein@bakersfieldcollege.edu](mailto:terri.goldstein@bakersfieldcollege.edu)

Additional inquiries pertaining to federal, state, and local affirmative action and equal opportunity laws, and the governing board policies of Bakersfield College or Kern Community College District, may be directed to the following office:

Tonya K. Davis  
Vice Chancellor, Human Resources  
Kern Community College District  
2100 Chester Avenue  
Bakersfield, CA 93301 (661) 336-5141

9. JAC's and District agree that in accordance with current California Law, Workers' Compensation Insurance coverage for apprentices/trainees will be the responsibility of the apprentice's employer. If the Apprentice is unemployed, the District shall otherwise provide Worker's Compensation coverage.
10. JAC's and District reserve the right to adjust the budget (Exhibit B) at any time that actual reported attendance hours vary by plus or minus 5% from the previous semester's attendance hours that this Agreement is based on or upon an additional COLA for Montoya Act programs provided in state budget in which case the JAC's total expenditure will be increased by said COLA. Adjustment will be made with the final payment for that fiscal year which shall be paid by October 15th.
11. The terms of this Agreement are subject to the provisions of California law.

IN WITNESS WHEREOF the parties hereto have executed this Agreement the day and year first above written.

DISTRICT


Kern Community College  
2100 Chester Ave  
Bakersfield, CA 93301

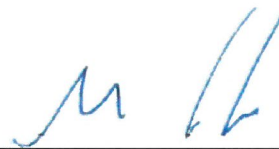
JAC's

District Labor Management  
Committee of Kern, Inyo  
and Mono Counties

Signatures

Signatures below by JAC officers, the College President and the District Business Manager constitute agreement with the provisions above as an operating budget for the JAC's noted for the school year 2017-2019.

  
Carpenters JAC – Representative / DIRECTOR  
LOUIS A. ONTIVEROS  
6/29/17  
Date

  
Electricians JAC – Representative Greg Rogers  
5/30/2017  
Date

Operating Engineers JAC – Representative Bryan Forrest  
Date

Executive Director  
Plumbers JAC – Representative Armando Pulido  
7/1/2017  
Date

  
Sheet Metal JAC – Representative Will Scott  
5/26/17  
Date

Signatures

Signatures below by JAC officers, the College President and the District Business Manager constitute agreement with the provisions above as an operating budget for the JAC's noted for the school year 2015-2017.

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Sonya Christian  
President  
Bakersfield College

Date

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Thomas J. Burke  
Chancellor  
Kern Community College District

Date

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Deborah Martin  
Interim Chief Financial Officer  
Kern Community College District

Date

EXHIBIT "A"

Dear Employer:

It has been brought to the attention of the Kern Community College District that you have an employee by the name of \_\_\_\_\_ working for you during the same hours the employee is working for the District.

For the Kern Community College District to be in compliance with the current laws and legislation, it is necessary for us to receive a disclaimer from you, on your letterhead, that we are not each paying the employee for the same identical worked hours. Your letter to us must state that the employee is working for us, the Kern Community College district, on his own time and that his normal work hours for you have been adjusted to accommodate for this extra activity.

If the above disclaimer cannot be complied with on your part, it will be necessary for your company to pay the employee's presently earned hourly rate into the Kern Community College's General Fund.

Name \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_

Rate \_\_\_\_\_ Hours \_\_\_\_\_

Days \_\_\_\_\_ Date \_\_\_\_\_

Total amount to be paid to the KCCD General Fund is \$ \_\_\_\_\_ If there is an error on our part, or if there is some confusion regarding this communiqué, please contact us.

Sincerely,

EXHIBIT "B"

JOINT APPRENTICESHIP COUNCIL AGREEMENT BUDGET

2017-2018

A. Conditions

1. The training hours for 2017-2018 and 2018-2019 will be determined at the conclusion of the spring semester of each year respectively. For the purpose of budgets, we will use the number of hours that were a matter of record at the conclusion of the fall semester 2016 for 2017-2018 and fall semester 2017 for 2018-2019. Projected for the year; the hours would be according to the actual hours reported, subject to state budget limitations.

2. Payment to the JACs will be computed and issued on or before April 15 for the Fall Semester and October 15 for the Spring Semester. The revenue per hour will be \$5.46 \$5.90 or current amount determined by the State, per class hour, per student. If this number is adjusted upward or downward, the total revenue and expenditures will be adjusted accordingly as the apportionment from the State dictates. If adjustment is needed it will be done on the following years payments.

3. Course instructors must meet all college credential requirements and shall be compensated as per the District salary schedule.

4. Compensation for the use of JAC facilities shall be a proportion of hours of attendance accumulated by a particular JAC divided by total hours of attendance and multiplied by the total compensation for the use of facilities. The formula follows:

- a = JAC hours of attendance
  - b = Total hours of attendance for all JAC's
  - c = Total compensation for use of facilities
  - d = JAC share of facility use funds
- $$a/b \times c = d$$

6. The JAC Apprenticeship Coordinators will receive a flat rate of \$115.00 per student for each student who is registered by the census date and completes 300 clock hours of cooperative work experience for 2017-2018. Coordinators responsible for work experience will be assigned accordingly, and shall be appropriately credentialed, and shall submit to the college documentation verifying students work experience. The total number of students paid for must fit in the \$40,000 allocated from the BC Work Experience budget, allowing 348 students per year in the 2017-2018 school years to take work experience classes.

7. Pursuant to a recommendation from the Ad-Hoc Committee of the Joint Apprenticeship Councils dated May 16, 1989, the funds are to be distributed as follows:

1. Bakersfield College will retain 25% of funds and disburse the remaining 75% to the Joint Apprenticeship Councils. This number will be adjusted to Bakersfield College will retain 30% and disburse 70% to the Joint Apprenticeship Councils if total class hours fail to produce \$200,000 in a contract year.
2. That compensation due each JAC shall be figured separately. Instructors' salaries shall be paid first from the each JAC's proportionate share of the 75% total compensation available for distribution to all JAC's. Once instructor's salaries have been paid, the balance remaining shall be applied for use of the individual JAC's facilities.
3. That hours generated by each JAC after using the multiplying factor shall be figured separately with instructors paid first and the balance paid for the use of the facility.