

COMPTON COMMUNITY COLLEGE DISTRICT
COMPTON COMMUNITY COLLEGE FEDERATION OF CERTIFICATED
EMPLOYEES NEGOTIATIONS
TENTATIVE AGREEMENT
2010-2011

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7/6/11
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The Compton Community College District ("District") and the Compton Community College Federation of Employees, Certificated Unit (hereafter "Federation") have completed negotiations for the 2010-2011 academic year and agree to maintain the provisions of the current faculty collective bargaining agreement, except as modified below:

COLLECTIVE BARGAINING AGREEMENT MODIFICATIONS

1. Article VII: Instructors' Rights, Duties, and Responsibilities.

Add new section 7.7 as follows:

7.7 Full-time employment with the District is the faculty member's primary employment obligation.

2. Article VIII: Support Services.

Modify the language in Section 8.1 as follows:

8.1 In order to assure the effectiveness of the instructional program, after consultation with Division Chairs, the District is responsible for assigning classified and student support staff for instructionally-related assignments. It is important that these areas be provided with support services to maintain adequate levels of instruction to comply with curriculum requirements and safety standards, and thereby maintain the effectiveness of the instructional programs.

3. Article XV: Workload.

Modify the language in Sections 15.1, 15.2, and 15.4 as follows:

15.1.a The standard work year for full-time contract, regular faculty members, and non-teaching faculty shall be as it appears in the academic work calendar, subject to the approval of the Board of Trustees.

15.2.a During the course of a standard work week, each full-time contract or regular teacher or faculty member shall be on campus or on institutional business a minimum of 33.75 hours per week. Each full-time contract or regular faculty member shall have a minimum of one office hour per unit member's instructional day for a minimum of five office hours per week. Full-time faculty members will be required to fulfill 10 hours per week with professional obligations required under Section 15.6a of the Agreement.

After consultation with the Division Chairs, the District shall schedule classes at its discretion. Faculty members may select their course assignments in consultation with Division Chairs subject to approval of the Dean.

15.2.b Non-Teaching Counseling faculty shall be required to have a work week of 33.75 hours. 31.25 hours of the Non-Teaching Counseling faculty hours shall be considered scheduled hours which include, but are not limited to, student appointments, Human Development courses, matriculation workshops, classroom presentations, division meetings, recruitment, and professional development activities that are approved by the Dean of the area.

15.2.b(1) 2.5 hours of the Non-Teaching Counseling faculty hours shall be considered Counseling Preparation Time.

15.2.b(2) Each non-teaching counseling faculty member shall be provided with 30 minutes preparation time prior to the first student appointment of the day, except during official registration periods. Counseling preparation time may include, but is not limited to, counseling, student, and faculty follow-up activities.

15.2.b(3) Any counselor teaching a course as part of load shall be given preparation time equivalent to that of any other teaching faculty member.

15.4.b The part-time faculty shall be scheduled after all full-time load schedules have been set; the District may employ a part-time faculty member up to 67% of a full-time load assignment.

15.4.e It is the unit member's responsibility to ensure that overload classes have the necessary enrollment. If an instructor's overload class is cancelled due to low enrollment, the full-time instructor cannot bump a part-time instructor to maintain an overload assignment.

4. **Article XVI: Calendar.**

Modify the language in Section 16.4 as follows:

16.4 Each full-time faculty member is responsible for 24 hours of professional development each year. A total of 12 hours shall be identified for Flex (faculty

development) in the academic calendar of which two (2) days shall be offered at the beginning of fall term and two (2) shall be offered at the beginning of spring term.

- a. Each full-time faculty shall be required to attend three (3) hours of scheduled morning campus Flex activity each semester at both El Camino and at Compton Center. Failure to comply shall result in the unit member's salary being docked the number of hours out of compliance with this section. Any request for excuse shall be submitted at least three (3) working days in advance except in the case of illness or unanticipated emergency. This shall apply only to mandatory Flex activities. Part-time faculty attendance and participation in Flex day activities are voluntary.
- b. Faculty members attending the three-hour afternoon sessions for division meeting and division activities shall receive three (3) hours of Flex credit.
- c. All District-approved workshops and faculty development programs given during Flex days shall constitute appropriate Flex credit.
- d. Faculty members shall receive Flex credit during the academic year for participation in District-approved workshops and for attendance at District-approved conferences.
- e. As a matter of professionalism, all full time faculty members are expected to complete the required 24 hours and submit any Flex credit receipts acquired during the semester to the office of Academic Affairs.

6. **Article XVIII: Compensation.**

Modify Section 18.6 as follows:

- 18.6.c.3 Verification of prior employment must be submitted to the Office of Human Resources no later than ten (10) days after the commencement of service.

Certificated Salary Schedule: Class VI - Masters Degree with a total of 102 units above the Bachelors Degree or earned Doctorate.

- 18.6.e Eliminate vocational areas (refer to "Minimum Qualifications for Faculty and Administrators Handbook" published by the California Community Colleges Chancellor's Office).

7. **Article XX: Seniority.**

Delete Section 20.4

8. **Article XXIV: Distance Learning and On-Line Courses.**

Modify Section 24.3 as follows:

24.3.b(3) Delete and replace as follows: Division Chairs and Deans shall be granted guest access for the purpose of content review of online courses any time from the beginning to the end of the semester. Evaluation of faculty in on-line courses shall be in accordance with the evaluation guidelines set forth in Article X.

24.3.b(5) No faculty member, full or part-time, shall be displaced because of online courses.

24.3.b(6) (New section.) No more than two on-line courses shall be taught by a faculty member at any time, except with prior written approval of the faculty member's dean. This restriction does not include hybrid courses.

9. **New Article XXV: Agreement.**

Add new Article XXV, Agreement, as follows:

This Agreement between the Compton Community College District and the Compton Community College Federation of Employees, Certificated Unit, Local 3486, covers the period of July 1, 2010, through June 30, 2013, and becomes effective immediately upon ratification by the parties, except as specifically provided in Memoranda of Understanding.

During each of the 2011-12 and 2012-13 fiscal years, there shall be reopeners on Article XVIII, compensation, and up to two other articles selected by each party.