



Nov. 30, 2016

Dear Senators,

At our last Executive Council meeting, CCA discussed two issues that we've been asked about by BC faculty: questions regarding hourly substitute pay, and the recent request for full-time faculty to volunteer as dual enrollment department liaisons and attend a conference on dual enrollment being held at BC this Friday with the Kern High School District.

Let me discuss the easy issue first, and that is hourly substitute pay, which varies depending on whether the substitute is teaching or proctoring, and the length of the substitution:

- The hourly rate for a full-time faculty member who subs and teaches a class for two weeks or less is \$30 an hour.
- If the sub assignment continues for more than two weeks, that rate changes to \$60 an hour, and that \$60 rate could be applied retroactively to the first two weeks if that is recommended by the college president.
- If the sub needs to only proctor an exam and no teaching is involved, the rate for proctoring is \$18 an hour.

(Information about these hourly substitute rates can be found on page 89 of the contract in Article 11.J., Hourly Substitute Pay; page 99 in Article 11, Appendix E; and on page 100, Appendix E, under "Other Non-Contract Services.")

Faculty who substitute should submit the attached form, "Verification of Substitute Teaching Or Proctoring for Pay" to their department chairs immediately after subbing. They also should keep a copy of the form and any correspondence regarding the substitute assignment. If a pay problem occurs, they should contact Michael Harvath, BC grievance officer, and he will take steps to resolve this problem.

While substitute pay is fairly straightforward, the issue of dual enrollment is far more complicated. When I first heard that BC was asking faculty to work as dual enrollment department liaisons in exchange for a stipend, I thought this was much like being asked to do a special project that would involve a special compensation agreement. However, once I saw the e-mail that described the job duties (see attached), I realized I was wrong.

It is apparent from the job description that we already have dual enrollment department liaisons, and these are called faculty chairs. Department chairs are expected to participate in the hiring of instructors, develop relationships with instructors teaching our courses, and then evaluate them. CCA's position on dual enrollment is that these are our classes, so this work belongs to our faculty. We believe that like any other class, dual enrollment courses should be offered first to our faculty to teach before they are offered to high school instructors who meet minimum qualifications.

The issue of hiring, retaining, and evaluating qualified dual enrollment instructors falls under the contract's Article 1, Agreement, Recognition, and Rights, which states our contract is a binding agreement between CCA and the district with the faculty association as the exclusive representative for faculty. Both CCA and the district negotiators have agreed to discuss the issue of hiring, retaining, and evaluating qualified dual enrollment instructors during negotiations in the next contract (see the first item listed on the attached IBB Sunshine Proposal).

Asking BC faculty to complete chair work for a stipend conflicts with contract language regarding chair duties and violates the Interest-Based Bargaining process. CCA will make administration aware of these

concerns, but we also ask that BC faculty support their department chairs by declining the offer of becoming dual enrollment department liaisons.

CCA also recommends that departments consider the complex issues related to dual enrollment and carefully weigh the pros and cons before offering any additional dual enrollment classes. Some high school instructors have told us they are under a great deal of pressure to pass students to improve graduation rates, and some dual enrollment courses enjoy much greater "success" as a result.

That is why faculty chairs, who are elected through the Academic Senate to their positions to represent department faculty, should be the ones participating in the hiring of dual enrollment faculty and the evaluation of them.

I hope this addresses these two concerns. As always, CCA thanks the Senate for its support of a strong faculty voice.

Sincerely,

A handwritten signature in cursive script that reads "Kathy".

Kathy Freeman
KCCD CCA President