

Interest-Based Bargaining Sunshine Proposal between the  
 Kern Community College District and  
 Kern Community College District Community College Association/California Teachers  
 Association/National Education Association (CCA/CTA/NEA)

ARTICLE	INTERESTS
Article 1 – Agreement, Recognition, and Rights	<ul style="list-style-type: none"> <li>• Hiring, retaining, and evaluating qualified dual enrollment Instructors.</li> </ul>
Article 5 – Faculty Area Chairs	<ul style="list-style-type: none"> <li>• Incorporate ratified MOU changes into contract.</li> </ul>
Article 6 —Evaluation / Tenure of Faculty	<ul style="list-style-type: none"> <li>• Improve online faculty evaluation process.</li> <li>• Provide faculty with evaluation paperwork at post-evaluation meeting.</li> <li>• Eliminate administrative comments from evaluation coversheet.</li> <li>• Create a step for faculty improvement before a Mode C occurs.</li> <li>• Streamline the process by eliminating the portfolio and teaching philosophy; instead, use a simplified form of questions regarding accomplishments and goals.</li> </ul>
Article 8 – Faculty Assignment	<ul style="list-style-type: none"> <li>• Incorporate ratified MOU changes for librarians and counselors into contract.</li> <li>• Incorporate ratified MOU changes into contract for faculty who volunteer to teach in prisons.</li> <li>• Incorporate a maximum enrollment for double-pay classes to improve student success.</li> <li>• Comply with existing laws affecting part-time faculty employment and seniority.</li> </ul>
Article 10 – Reduction in Force	<ul style="list-style-type: none"> <li>• Comply with existing laws affecting part-time faculty employment.</li> </ul>
Article 11 – Compensation and Benefits	<p>To attract and retain excellent faculty:</p> <ul style="list-style-type: none"> <li>• Clarify language regarding mileage payments and portal-to-portal pay to faculty.</li> <li>• Offer competitive health benefits package.</li> <li>• Adjust an inequity in the salary schedule.</li> <li>• Offer competitive adjunct and overload pay.</li> <li>• Eliminate adjunct office hours.</li> <li>• Offer additional compensation for faculty who volunteer to teach in correctional facilities.</li> <li>• Compensate faculty for required safety training.</li> </ul>
Article 12 — Absences and Leaves	<ul style="list-style-type: none"> <li>• Clarify sick leave contract language.</li> <li>• Comply with state law regarding parental leave.</li> <li>• Create voluntary catastrophic leave bank and kin care leave per Health Benefits MOU.</li> </ul>
Article 14 – Personnel Files and Complaints	<ul style="list-style-type: none"> <li>• Protect faculty and District from anonymous complaints.</li> <li>• Ensure college processes are followed when complaints occur.</li> </ul>