



February 3, 2018

Dear Faculty,

On Friday, CCA and district negotiators met with Bridgette Bodine, an Interest-Based Bargaining facilitator, to discuss CCA's demand to bargain the creation of prison-only faculty positions. As you may recall, in September 2017, we demanded that district and college officials cease and desist the creation of KCCD faculty positions that would be hired and assigned solely to teach in prisons or correctional facilities (see attached September letter). Hiring faculty contingent upon working in prison violates the board-approved 2017-2020 faculty contract, which includes the 2017-18 Prison Memorandum of Understanding, that states:

"No KCCD faculty member will be involuntarily assigned to teach or to provide non-instructional services in a prison or correctional facility in 2017-18."

CCA demanded to bargain the creation of KCCD prison-only faculty positions since teaching in prison represents a significant change in working conditions. We also filed grievances against Bakersfield College and KCCD for offering prison-only positions to new faculty hires since this eliminated their contractual right to choose whether or not to teach in prison on a voluntary basis.

CCA also demanded that KCCD and its college officials cease and desist the creation of KCCD faculty positions that would be hired and assigned solely to teach in high schools as dual enrollment instructors since teaching in high schools also represents a significant change in working conditions. Hiring faculty contingent upon working in high schools violates the board-approved 2017-2020 faculty contract, which includes the KCCD CCA 2017-18 Memorandum of Understanding, that states:

"The district and CCA recommend the establishment of a district-wide dual-enrollment task force to assess the hiring, retention, and evaluation of qualified dual enrollment instructors. This task force also should assess the additional workload created for department/divisions as a result of dual enrollment classes. The task force will make recommendations by the end of the 2017-18 year, and CCA and the District agree to consider these findings during negotiations for the next contract."

On Friday, both teams felt we made progress during this initial meeting. Our next meeting is Feb. 9. We will update you as negotiations continue.

Sincerely,

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