

WEST KERN COMMUNITY COLLEGE DISTRICT  
AGENDA FOR SPECIAL MEETING

October 3, 2023

**Cougar Room**

(Access Through the Library Entrance)  
29 Cougar Court, Taft, California 93268

1:00 p.m.

**A. Accessibility.** *In compliance with the Americans with Disabilities Act, if you need special assistance to access the meeting room or to otherwise participate in this meeting, including auxiliary aids or services, please contact Sarah Criss at (661) 763-7711. Notification at least 48 hours prior to the meeting will enable the Governing Board to make reasonable arrangements to ensure accessibility to the meeting.*

**B. Obtaining Public Records.** *A copy of the Board packet, including documents relating to any open session item are available to members of the public on the District website and also at the District Office. Any writings or documents that are public records and are provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in the District Office located at 29 Cougar Ct., Taft, California, during normal business hours. These documents will be made available to the public at the same time that they are made available to a majority of the Board.*

**C. Language Assistance.** *The District welcomes Spanish and other language speakers to Board meetings. Anyone planning to attend and needing an interpreter should call Sarah Criss at (661) 763-7711 forty-eight (48) hours in advance of the meeting so that arrangements can be made for an interpreter. El Distrito da la bienvenida a las personas de habla hispana a las juntas de la Mesa Directiva. Si planea asistir y necesita interpretacion llame al (661) 763-7711 (48) horas antes de la junta, para poder hacer arreglos de interpretacion.*

**D. Addressing the District Board.** *The Board encourages public participation and involvement. Community members will therefore have several opportunities to address the Board. However, please respect the Board's time and the need for efficient board meetings. The Board also requests that comments be respectful and professional.*

- 1. Agenda Items.** *If you wish to address the Board on an agenda item, please do so when that item is called. Oral presentations will be limited to a maximum of five (5) minutes. Time limitations are at the discretion of the Board President.*
- 2. Non-Agenda Items.** *Individuals have an opportunity to address the Board during the period set aside for Public Comment on Items of General Interest on topics within the subject matter jurisdiction of the Board **not** listed on the agenda. Oral presentations will be limited to a maximum of five (5) minutes, with a total of thirty (30) minutes designated for this portion of the agenda.*

**E. Questions for the Board.** *Individuals with questions on District issues may submit them in writing. The Board will refer such requests to the Superintendent, who will endeavor to respond to your questions after the meeting.*

**F. Placing issues on the Board Agenda.** *Items from the public pertaining directly to College business may be placed on the Board agenda by submitting the request in writing to the Office of the Superintendent. The proposed agenda item will be reviewed and placed, if appropriate, on the Board's agenda within a reasonable period of time. Please contact the Office of the Superintendent at (661) 763-7711 for further information.*

1. CALL TO ORDER
2. PUBLIC COMMENT ON CLOSED SESSION ITEMS

3. ADJOURN TO CLOSED SESSION
  - A. Public Employee Appointment/Employment, Government Code Section 54957  
Title: Superintendent/President
  - B. Public Employee Performance Evaluations, Government Code Section 54957
  - C. Public Employee Discipline/Dismissal/Release/Complaint, Government Code Section 54957
  - D. Conference with Labor Negotiators (Government Code section 54957.6)  
Agency Designated Representative: Superintendent/President  
Employee Organizations: TC Faculty Association, CSEA Chapter #543 & Management/Supervisory/Classified Confidential Employees
  - E. Conference with Legal Counsel – Potential Litigation, Pursuant to Paragraph (4) of Subdivision (d) of Government Code Section 54956.9
  - F. Conference with Legal Counsel – Potential Litigation, Pursuant to Govt. Code Section 54956.9  
Significant Exposure to Litigation Pursuant to Paragraph 5 of Govt. Code Section 54956.9(e)  
1 Case Related to Threatened CVRA Action
  - G. Student Discipline and Other Confidential Student Matters, Education Code Sections 35146, 48900 et. Seq. and 48912(b)
4. RECONVENE IN OPEN SESSION; ANNOUNCE CLOSED SESSION ACTION
5. PUBLIC COMMENT ON OPEN SESSION AGENDA ITEMS
6. NEW BUSINESS:
  - A. Second Presentation and Request for Approval – Proposed Cost of Living Adjustment Compensation Increase of 8.22% to the 2023-2024 Faculty Salary Schedules, Appendix B-1, B-2, and B-3
  - B. Second Presentation and Request for Approval – Proposed Cost of Living Adjustment Compensation Increase of 8.22% to the 2023-2024 Classified Salary Schedules, Appendix A
  - C. Request for Approval – Proposed Cost of Living Adjustment Increase of 8.22%^ to the 2023-2024 Management and Confidential Salary Schedules
7. DISCUSSION/ACTION ON SUPERINTENDENT SEARCH - TIMELINE AND PROCESS
  - A. Search Timeline and Process (Action)
  - B. Coordination and Management of Search Process (Action)

- C. Search Committee Composition and Process for Appointing Members (Action)
  - D. Search Committee Tasks and Responsibilities (Action)
  - E. Sample Position Profiles/Announcements
  - F. Superintendent/President Characteristics, Qualifications, Priorities, Challenges, Opportunities
  - G. Input for Position Profile/Announcement (Action)
  - H. Reimbursement for Candidate Travel Expenses (Action)
  - I. Method (in-person, Zoom) for Candidate Interviews – Initial and Final (Action)
8. NEXT MEETING DATE  
The next regular meeting is scheduled for Wednesday, October 18, 2023, at 5:00 p.m.
9. CONTINUATION OF CLOSED SESSION (If Necessary)
10. ADJOURNMENT

Date: September 27, 2023

Submitted by: Heather del Rosario, Vice President of Human Resources

Area Administrator: Brock McMurray, Interim Superintendent/President

Subject: Request for Approval

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Board Meeting Date: October 3, 2023

Title of Board Item:

Second Presentation and Request for Approval: Proposed Cost of Living Adjustment Compensation Increase of 8.22% to the 2023-24 Faculty Salary Schedules, Appendix B-1, B-2, and B-3

Background:

As part of the continuing dialogue through the Taft College Faculty Collective Bargaining Committee, the parties have reached a consensus regarding a compensation increase of 8.22% to the Faculty Salary Schedules, Appendix B-1, B-2, and B-3.

Terms (if applicable):

An implementation date retroactive to July 1, 2023

Expense (if applicable):

See below

Fiscal Impact Including Source of Funds (if applicable):

The amount is included in the Adopted Budget for 2023-24.

Approved:   
Brock McMurray, Interim Superintendent/President

**Tentative Agreement Between  
Taft College Faculty Association (TCFA/CTA/NEA)  
And  
West Kern Community College District**

**COMPENSATION INCREASE OF 8.22% TO THE FACULTY SCHEDULE**

This tentative agreement ("Agreement") is made by and between the Taft College Faculty Association ("TCFA/CTA/NEA") and the West Kern Community College District ("District") (collectively referenced as the "parties") with respect to the following recitals:

As part of continuing dialogue through the Taft College Faculty Collective Bargaining Committee, the parties have reached a consensus regarding a compensation increase of 8.22% to the Faculty Salary Schedules, Appendix B-1, B-2, and B-3.

Now, therefore, TCFA/CTA/NEA and the District hereby agree as follows:

1. The above recitals are true and correct.
2. A compensation increase of 8.22% COLA will be applied and implemented retroactively to July 1, 2023. The parties further agree to update the Faculty Salary Schedules, Appendix B-1, B-2 and B-3 of the collective bargaining agreement ("CBA") as appropriate.
3. Except as set forth in this Agreement, all other terms and conditions of the CBA shall remain unchanged.
4. This Agreement will become effective after ratification by the TCFA/CTA/NEA members and the District's Governing Board.

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Billy White, President  
Board of Trustees  
West Kern Community College District

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Ruby Payne, President  
Taft College Faculty Association/CTA/NEA

Dated: October \_\_\_\_\_, 2023

Dated: October \_\_\_\_\_, 2023

Board Approval:

First Presentation: September 13, 2023  
Second Presentation/Approval: October 3, 2023

Date: September 27, 2023  
Submitted by: Heather del Rosario, Vice President of Human Resources  
Area Administrator: Brock McMurray, Interim Superintendent/President  
Subject: Request for Approval

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Board Meeting Date: October 3, 2023

Title of Board Item:

Second Presentation and Request for Approval: Proposed cost of living adjustment increase of 8.22% to the 2023-24 Classified Salary Schedules, Appendix A.

Background:

As part of the continuing dialogue through the Taft College Classified Collective Bargaining Committee, the parties have reached a consensus regarding a compensation increase of 8.22% to the Classified Salary Schedules, Appendix A.

Terms (if applicable):


An implementation date retroactive to July 1, 2023.

Expense (if applicable):

See below.

Fiscal Impact Including Source of Funds (if applicable):

The amount is included in the Adopted Budget for 2023-24.

Approved:   
Brock McMurray, Interim Superintendent/President

**Tentative Agreement**

**California School Employees Association and its  
Taft College Chapter #543  
And  
West Kern Community College District**

**Compensation Increase of 8.22% to the Classified Salary Schedule**

This West Kern Community College District ("District") and California School Employee Association and its Chapter #543 ("CSEA") (collectively referenced as the "parties") here by agree to the following Tentative Agreement and is with respect to the following recitals:

As part of continuing dialogue through the Taft College Classified Collective Bargaining Committee, the parties have reached a consensus regarding a compensation increase of 8.22% to the Classified Salary Schedules, Appendix A.

Now, therefore, CSEA and the District hereby agree as follows:

- 1) The above recitals are true and correct.
- 2) A compensation increase of 8.22% COLA will be applied and implemented retroactively to July 1, 2023. The parties further agree to update the Classified Salary Schedule, Appendix A of the collective bargaining agreement ("CBA") as appropriate.
- 3) Except as set forth in the Agreement, all other terms and conditions of the CBA will remain unchanged.
- 4) This agreement does not establish a precedent or create a past practice in regard to the subject matters set forth herein.
- 5) The terms of this Tentative Agreement may not be cited or relied upon for any other purpose in any other administrative or judicial matter or forum.
- 6) This Agreement will become effective after ratification by the CSEA members.

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Brock McMurray, Interim Superintendent/President  
West Kern Community College District

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Greg Hawkins, President  
California School Employees Association Chapter #543

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

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Andrea Juarez, Labor Relations Representative  
California School Employees Association

**Board Approval:**

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Billy White, President  
Board of Trustees, West Kern Community College District

First Presentation: September \_\_\_\_\_, 2023

Second Presentation/Approval: October \_\_\_\_\_, 2023

**Date:** October 3, 2023  
**Submitted by:** Heather del Rosario, Vice President of Human Resources  
**Area Administrator:** Brock McMurray, Acting Superintendent/President  
**Subject:** Request for Approval

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**Board Meeting Date:** October 3, 2023

**Title of Board Item:**

Proposed Cost of Living Adjustment increase of 8.22% to the 2023-24 Management and Confidential Salary Schedules

**Background:**

The District would like to propose a compensation increase of 8.22% to the Management and Confidential 2023-24 Salary Schedules. The Management and Confidential groups are unrepresented and this is the same Agreement that is being recommended as parts of Agreements negotiated with TCFA/CTA/NEA and CSEA, Chapter #543. The District has an interest in offering the same Agreement across all classifications regardless of representation.

**Terms (if applicable):**

An implementation date retroactive to July 1, 2023

**Expense (if applicable):**

See below

**Fiscal Impact Including Source of Funds (if applicable):**

The amount is included in the Adopted Budget for 2023-24

**Approved:**   
Brock McMurray, Interim Superintendent/President