

WEST KERN COMMUNITY COLLEGE DISTRICT
AGENDA FOR SPECIAL MEETING

August 14, 2024

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

4:45 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 OPEN SESSION ITEMS
3. NEW BUSINESS
 - A. First Presentation – Taft College Faculty Association CTA/NEA, Reopener for FY 2024/25
 - B. First Presentation – Taft College CSEA Chapter #543, Reopener for FY 2024/25
 - C. First Presentation – WKCCD Reopener Proposal with the Taft College Faculty Association CTA/NEA for FY 2024/25
 - D. First Presentation – WKCCD Reopener Proposal Taft College CSEA Chapter #543 for FY 2024/25
 - E. First Reading – Proposed Revisions to Classified Collective Bargaining Agreement – Vacant Positions and Position Creation Review
4. NEXT MEETING DATE
The next regular meeting is scheduled for Wednesday, August 14, 2024, at 5:00 p.m.
5. ADJOURNMENT

Date: August 1, 2024
Submitted by: Ruby Payne, TCFA President
Area Administrator: Dr. Rafe Edward Trickey, Jr., Superintendent/President
Subject: Information Item

Board Meeting Date: August 14, 2024

Title of Board Item:

First Presentation of the Taft College Faculty Association CTA/NEA, Reopener for FY 2024/25

Background:

This item represents the Taft College Faculty Association's reopener proposal for FY 2024/25. The Taft College Faculty Association plans to open Articles 1-12 for the purpose of negotiating the collective bargaining agreement for the 2024/25 academic year.

The Taft College Faculty Association is committed to the utilization of the Interest Based Bargaining process used by the Taft College Faculty Collective Bargaining Committee (TCFCBC) to reach an agreement.

The Reopener Proposal Letter is attached.

Terms (if applicable):

N/A

Expense (if applicable):

N/A

Fiscal Impact Including Source of Funds (if applicable):

The fiscal implications will be identified as consensus is reached over various components of the contract.

Approved: _____



Dr. Rafe Edward Trickey, Jr., Superintendent/President

July 2024

To: Board of Trustees
From: Taft College Faculty Association
Subject: Re-Opener Proposal for 2024/25 Collective Bargaining Agreement

The Taft College Faculty Association plans to open Articles 1-12 for the purpose of negotiating the collective bargaining agreement for the 2024/25 academic year.

The Taft College Faculty Association is committed to the utilization of the Interest Based Bargaining process used by the Taft College Faculty Collective Bargaining Committee (TCFCBC) to reach an agreement.

Thank you,

Ruby Payne

TCFA President.

Date: August 1, 2024
Submitted by: Greg Hawkins, CSEA President
Area Administrator: Dr. Rafe Edward Trickey, Jr., Superintendent/President
Subject: Information Item

Board Meeting Date: August 14, 2024

Title of Board Item:

First Presentation of the Taft College CSEA Chapter #543, Reopener for FY 2024/25

Background:

This item represents the Taft College CSEA Chapter #543 reopener proposal for FY 2024/25. The Taft College CSEA Chapter #543 plans to open Articles 1-24 for the purpose of negotiating the successor collective bargaining agreement for the 2024/25 academic year.

The Taft College CSEA Chapter #543 is committed to the utilization of the Interest Based Bargaining process used by the Taft College Classified Collective Bargaining Committee (TCCCBC) to reach an agreement.

The Reopener Proposal Letter is attached.

Terms (if applicable):

N/A

Expense (if applicable):

N/A

Fiscal Impact Including Source of Funds (if applicable):

The fiscal implications will be identified as consensus is reached over various components of the contract.

Approved: 
Dr. Rafe Edward Trickey, Jr., Superintendent/President

**California School Employees Association
Taft College Chapter 543**

Date: August 1, 2024

To: Board of Trustees West Kern Community College District

From: Greg Hawkins

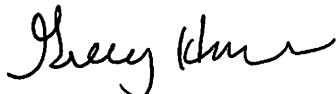
Re: Reopener for 2024-2025

Taft College California School Employees Association, Chapter 543, is requesting reopening of negotiations of the Collective Bargaining Agreement for 2024-2025.

The Association would like to address articles 1 through 24.

Thank your consideration of this request. Please contact me should you have any questions.

Thank you,



Greg Hawkins

August 1, 2024

Date: August 1, 2024

Submitted by: Dr. Rafe Edward Trickey, Jr., Superintendent/President

Area Administrator: Dr. Rafe Edward Trickey, Jr., Superintendent/President

Subject: Information Item

Board Meeting Date: August 14, 2024

Title of Board Item:

First Presentation of the WKCCD Reopener Proposal with the Taft College Faculty Association CTA/NEA for FY 2024/25

Background:

The law requires that initial proposals, including reopener proposals, be presented to the Board of Trustees in open session, and that subsequently a public hearing is held regarding the proposal in order to allow the public to comment before bargaining begins.

This item represents the District's reopener proposal for FY 2024/25 to the Board, and announces that a public hearing has been scheduled for the August 14, 2024 Board of Trustees meeting.

Article 9 of the current agreement states that the parties may reopen any provision of this Agreement by mutual agreement.

As always, the District is committed to the utilization of the Interest Based Bargaining process to reach agreement during negotiations.

Terms (if applicable):

N/A

Expense (if applicable):

N/A

Fiscal Impact Including Source of Funds (if applicable):

The fiscal implications will be identified as consensus is reached over various components of the contract.

Approved: 
Dr. Rafe Edward Trickey, Jr., Superintendent/President

Date: August 1, 2024

Submitted by: Dr. Rafe Edward Trickey, Jr., Superintendent/President

Area Administrator: Dr. Rafe Edward Trickey, Jr., Superintendent/President

Subject: Information Item

Board Meeting Date: August 14, 2024

Title of Board Item:

First Presentation of the WKCCD Reopener Proposal with the Taft College CSEA Chapter #543 for FY 2024/25

Background:

The law requires that initial proposals, including reopener proposals, be presented to the Board of Trustees in open session, and that subsequently a public hearing is held regarding the proposal in order to allow the public to comment before bargaining begins.

This item represents the District's reopener proposal for the successor agreement of FY 2024/25 to the Board, and announces that a public hearing has been scheduled for the August 14, 2024 Board of Trustees meeting.

Article 21 of the current agreement states that the parties may reopen any provision of this Agreement by mutual agreement.

As always, the District is committed to the utilization of the Interest Based Bargaining process to reach agreement during negotiations.

Terms (if applicable):

N/A

Expense (if applicable):

N/A

Fiscal Impact Including Source of Funds (if applicable):

The fiscal implications will be identified as consensus is reached over various components of the contract.

Approved: 
Dr. Rafe Edward Trickey, Jr., Superintendent/President

Date: July 15, 2024

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

Area Administrator: Dr. Rafe Edward Trickey, Jr., Superintendent/President

Subject: Information Item

Board Meeting Date: August 14, 2024

Title of Board Item:

First Reading: Proposed revisions to Classified Collective Bargaining Agreement- Vacant Positions and Position Creation Review

Background:

As part of continuing dialogue through the Taft College Classified Collective Bargaining Committee, or as delegated to the lead negotiators for both parties, the parties have reached a consensus regarding revision of Article 11, Vacant Positions and the addition of Article 11.5, Position Creation Review and its subsections, to the Collective Bargaining Agreement.

The parties agree effective August 1, 2024, the title of Article 11 of the Collective Bargaining Agreement shall be revised from Vacant Positions to Positions and to implement Article 11.5, Position Creation and Review and its subsections. Article 11.5, and its subsections, outline the procedure to create, revise and otherwise modify classified jobs. The complete language for Article 11.5 and its subsections is attached as Exhibit 1.

The attached MOU outlines the details of the change to the relevant section of the CSEA Collective Bargaining Agreement.

Terms (if applicable):

N/A

Expense (if applicable):

N/A

Fiscal Impact Including Source of Funds (if applicable):

N/A

Approved: 
Dr. Rafe Edward Trickey, Jr., Superintendent/President

Memorandum of Understanding

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

Position Creation and Review

This West Kern Community College District (“District”) and California School Employee Association and its Chapter #543 (“CSEA”) (collectively referenced as the “parties”) hereby agree to the following Memorandum of Understanding and is with respect to the following recitals:

As part of continuing dialogue through the Taft College Classified Collective Bargaining Committee, or as delegated to the lead negotiators for both parties, the parties have reached a consensus regarding revision of Article 11, Vacant Positions and the addition of Article 11.5, Position Creation Review and its subsections, to the Collective Bargaining Agreement.

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

- 1) The above recitals are true and correct.
- 2) The parties agree effective August 1, 2024, the title of Article 11 shall be revised from Vacant Positions to Positions and to implement Article 11.5, Position Creation and Review and its subsections. The complete language for Article 11.5 and its subsections is attached as Exhibit 1.
- 3) Except as set forth in the Agreement, all other terms and conditions of the CBA shall remain unchanged.
- 4) This MOU does not establish a precedent or create a past practice in regard to the subject matters set forth herein. The terms of this MOU may not be cited or relied upon for any other purpose in any other administrative or judicial matter or forum.
- 5) This Agreement will become effective after ratification by the CSEA members and the District’s Governing Board.

Dr. Rafe Edward Trickey, Jr., Superintendent/President
West Kern Community College District

Greg Hawkins, President
California School Employees Association Chapter #543

Dated: _____

Dated: _____

Andrea Juarez, Labor Relations Representative
California School Employees Association

Board Approval:

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

First Presentation: _____, 2024

Second Presentation/Approval: _____, 2024

11.5 Position Creation and Review

11.5.1 CSEA New Job Description Creation Process

1. The Vice President of Human Resources (“VPHR”) sends new job description to the CSEA Chief Negotiating Officer (“CNO”) for review. CNO reviews job description and requests supporting documentation, if needed, and discusses questions or concerns with VPHR.
 - a. CNO will forward job description and supporting documentation, if desired, to CSEA bargaining team member(s) for review and consult.
 - b. CNO and/or CSEA bargaining team member(s) review the pay range against job duties and approves or denies as presented.
 - i. If approved, the CNO forwards the packet to the VPHR, who will begin the MOU/TA process.
 - ii. If denied, the job description is returned to the VPHR to meet and discuss with CNO. If an agreement is not able to be reached, the document will be forwarded to TCCCBC for bargaining.

11.5.2 CSEA Existing Job Description Revision Process

1. The VPHR sends existing job description to CNO for review. For this process, all changes will be clearly visible using track changes. The CNO will review the proposed changes, discussing questions/concerns with VPHR.
 - a. If needed, the CNO will confer with members of the CSEA bargaining team prior to approval.
 - i. If approved, the CNO forwards the packet to the VPHR, who will begin the MOU/TA process.
 - ii. If denied, the job description is returned to the VPHR to meet and discuss with CNO. If an agreement is not able to be reached, the document will be forwarded to TCCCBC for bargaining.

11.5.3 CSEA MOU/Tentative Agreement Process

1. TCCCBC comes to an agreement on an agenda item. An MOU or Tentative Agreement (TA) is created by Human Resources (HR).
2. The MOU/TA is reviewed by the CSEA President or delegate.
3. The finalized MOU/TA is sent to the Superintendent/President, CSEA President and CSEA Labor Rep for approval and signatures.
4. The signed MOU/TA is sent by the CSEA Labor Rep for 610 process.
5. During the 610 process, the MOU/TA may be sent to the District Board of Trustees for the first reading.
6. The State CSEA approved MOU/TA is returned and posted for 5 days. After posting period, CSEA members vote to approve or deny.
 - a. If denied, the MOU/TA would go back to TCCCBC for negotiations.
 - b. If approved, the MOU/TA is sent to the Board of Trustees for second reading and ratification.
7. After Board approval, a signed copy is sent to CSEA President and Secretary.
 - a. If denied, the MOU/TA would go back to TCCCBC for negotiations.
8. The MOU/TA will be added to the next successor agreement if needed.