

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

ACADEMIC FREEDOM AND RESPONSIBILITY

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:

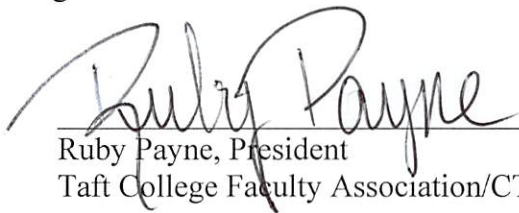
As part of continuing dialogue through the Taft College Faculty Collective Bargaining Committee, the parties have reached a consensus regarding the addition of Article 6.10 Academic Freedom and Responsibility to the Faculty Collective Bargaining Agreement.

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

1. The above recitals are true and correct.
2. The parties agree, effective July 1, 2022, Article 6.10 Academic Freedom and Responsibility, shall be added in the Faculty Collective Bargaining agreement. The complete language for Article 6.10 is attached as Exhibit 1.
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.



Dawn Cole, President
Board of Trustees
West Kern Community College District



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

Dated: June 8, 2022

Dated: June 14, 2022

Board Approval:

First Presentation: May 11, 2022

Second Presentation/Approval: June 8, 2022

EXHIBIT 1

Academic Freedom and Responsibility

The District and the TCFA agree that academic freedom is essential to the teaching-learning process. The fundamental need is acknowledged to protect faculty from any censorship or restraint which might interfere with their obligation to pursue truth in the performance of their teaching function. Academic freedom affords faculty the right to speak freely, pursue research, and write, all without unreasonable restrictions or prejudices, and to evaluate and be evaluated fairly and objectively, based upon academic merit.

The District, the College, and the unit members will adhere to the following regarding academic freedom in conjunction with BP 4030.

1. To assure the academic integrity of the teaching-learning process, faculty members distinguish between personal convictions and professionally accepted views in a discipline. They present data and information fairly and objectively.
2. Faculty members shall be free to exercise academic freedom, including freedom of investigation, freedom of discussion in the classroom related to the subject matter of instruction or the faculty member's subject matter expertise, freedom to select texts and other instructional materials (per District policy and procedures), freedom of assignment of instructional exercises, and freedom of evaluation of student efforts.
3. Faculty members acknowledge that in the exercise of academic freedom they have a responsibility to be accurate and comprehensive in assessments and reports, to be fair-minded in making interpretations and judgments, to respect the freedoms of other persons, to exclude irrelevant matters from classroom discussions and instructional exercises, and to make appropriate distinctions between statements of fact made as faculty subject matter specialists and opinions held as private citizens.
4. The District recognizes the right of the faculty member to be free from District censorship which might interfere with the faculty member's obligation to pursue truth and maintain the faculty member's intellectual integrity in the performance of teaching functions.
5. As a member of a learned profession and an officer of an educational institution, a faculty member holds a special position in the community that imposes special obligations. The public may judge the profession and the District by the faculty member's utterances. Therefore, the faculty member

should make every effort to meet community standards of honesty, respect, and restraint, to meet professional standards of accuracy, and to make clear that the faculty member is not an institutional spokesperson.