

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

FACULTY COACHING STIPENDS

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 an addition to the Faculty Salary Schedules, Appendix B-4.

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


1. The above recitals are true and correct.
2. Head Coaching Stipends are paid in addition to the annual salary of the primary position, if applicable. All head coaches will receive the stipend, regardless of status as a faculty member, adjunct, administrator or temporary professional expert. Faculty or Adjuncts teaching an Intercollegiate course will be paid for the units at the applicable rate per the Faculty Salary Schedule. This payment is in addition to, not in lieu of the coaching stipend.

The complete language for Appendix B-4 is attached as Exhibit 1 and will be added to the TCFA Collective Bargaining Agreement.

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.



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



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

Dated: April 12, 2023

Dated: April __, 2023

Board Approval:

First Presentation: March 8, 2023
Second Presentation/Approval: April 12, 2023

Exhibit 1

Appendix B-4 Coaching Stipends

Head Coaching Stipends - Will be paid during ¹Traditional Segment/In-Season in five (5) equal monthly installments.

Stipend	Years Exp	Semester Pay	Monthly
Level 1	<1	\$11,857.50	\$2,371.50
Level 2	1-4	\$12,421.90	\$2,484.38
Level 3	>4	\$13,933.20	\$2,786.64
Recruiting Stipend: Paid During Off Season in five (5) equal monthly installments.		\$3,356.91	\$671.38

Head Coaching Stipends are paid in addition to the annual salary of the primary position, if applicable. All head coaches will receive the stipend, regardless of status as a full-time or adjunct faculty member, administrator or temporary professional expert. Full-time or adjunct faculty members teaching an Intercollegiate course will be paid for the units at the applicable rate per the Faculty Salary Schedule. This payment is in addition to, not in lieu of the coaching stipend.

Assistant Coaches

Assistant Coaching Stipends - Will be paid during ¹Traditional Segment/In-Season in five (5) equal monthly installments.

Full Stipend: Contracted to support full season games and practice.

Half Stipend: Contracted to support a less than 80% of full season games and practice, or contracted to support a segment of the sport, i.e. Batting Coach.

Assistant Coaches Assigned to ²Non-Traditional Segments: Assistant Coaches performing coaching duties during the non-traditional segment shall be compensated at 50% of their monthly traditional segment stipend for all months during the NTS that they served in this capacity.

Assignment of Assistant Coaching Stipends: One (1) Assistant Coach stipend will be assigned per every 10 athletes, based on the roster count from the end of the prior season, as follows:

0-10 Athletes	1 Full Stipend
11-20 Athletes	2 Full Stipends
21-30 Athletes	3 Full Stipends

Additional Assistant Coach stipends may be assigned as per the above formula, based on actual roster count at start of season.

Stipend	Years Exp	Semester Pay	Monthly
Level 1	<1	\$4,811.80	\$962.36

Level 2	1-4	\$5,094.85	\$1,018.97
Level 3	>4	\$5,660.94	\$1,132.19

Assistant Coaching Stipends are paid in addition to annual salary of primary position, if applicable.
Assistant Coaching roles are temporary, professional services contracts and are contracted per season.

¹**Traditional Segment/In-Season:** This (practice and competition) segment begins with the sport specific first permissible practice opportunity as identified in CCCAA Constitution Bylaw 3.11 and coincides with the conclusion of the CCCAA state championship(s).

²**Non-Traditional Segment/Off-Season:** This (practice and scrimmage) segment is identified within a specified time frame for those sports approved by the CCCAA Board and as designated in Bylaw 3.17.1.

SPORTS SEASON CHART – FALL

CCCAA Constitution & Bylaws - 2022-23

Golf W Practice/scrimmage may begin: Game/meet/match may begin: Conference competition ends: Postconference competition ends:	Max: 19 Contests + 1 Alumni Match[^] August 15 (See Bylaw 3.5.2) August 27 or the 4th Friday in August, whichever comes first 4 Wednesdays prior to Thanksgiving 2 Wednesdays prior to Thanksgiving
Soccer M/W Practice/scrimmage may begin: Game/meet/match may begin: Conference competition ends: Postconference competition ends:	Max: 22 Games + 1 Alumni Game[^] (Tournament of any kind count game for game) August 15 (See Bylaw 3.5.2) August 27 or the 4th Friday in August, whichever comes first 2 Saturdays prior to Thanksgiving 2 Sundays after Thanksgiving (<i>Adopted 4/4/08 effective 7/1/08</i>)
Volleyball W** Practice/scrimmage may begin: Game/meet/match may begin: Conference competition ends: Postconference competition ends:	Max: 24 Dates + 1 Alumni Match[^] (<i>Adopted 3/30/17 effective 7/1/17</i>) (<i>A 3/28/19 e 7/1/19</i>) August 15 (See Bylaw 3.5.2) August 27 or the 4th Friday in August, whichever comes first Thursday (1 week) prior to Thanksgiving (<i>Adopted 4/3/09 effective 7/1/09</i>) 2 Sundays after Thanksgiving
Basketball W Practice/scrimmage may begin: Game/meet/match may begin: Conference competition ends: Postconference competition ends:	Max: 28 Contests + 2 Scrimmage Dates + 1 Alumni Game[^] (<i>A 10/27/20 e 11/6/20</i>) October 1 (See Bylaw 3.5.2) (<i>Adopted 4/1/10 effective 7/1/10</i>) November 1 or 5th Thursday in October, whichever comes first Friday (3 weeks prior to end of PC) (<i>A 3/28/19 e 7/1/19</i>) Sunday after the 2nd Thursday in March

SPORTS SEASON CHART – SPRING

CCCAA Constitution & Bylaws - 2022-23

Baseball	Max: 40 Games + 2 Scrimmages + 1 Alumni Game[^] <i>(Adopted 3/28/19 effective 7/1/19)</i>
Practice/scrimmage may begin:	January 15 (See Bylaw 3.5.2)
Game/meet/match may begin:	January 27 or the 4th Friday in January, whichever comes first
Conference competition ends:	5 Saturdays prior to Memorial Day
Postconference competition ends:	Memorial Day
Golf M	Max: 19 Contests + 1 Alumni Match[^]
Practice/scrimmage may begin:	January 15 (See Bylaw 3.5.2)
Game/meet/match may begin:	January 27 or the 4th Friday in January, whichever comes first
Conference competition ends:	4 Tuesdays prior to Memorial Day
Postconference competition ends:	2 Tuesdays prior to Memorial Day
Softball	Max: 40 Games + 2 Scrimmages + 1 Alumni Game[^] <i>(Adopted 3/28/19 effective 7/1/19)</i>
Practice/scrimmage may begin:	January 15 (See Bylaw 3.5.2)
Game/meet/match may begin:	January 27 or the 4th Friday in January, whichever comes first
Conference competition ends:	5 Thursdays prior to Memorial Day
Postconference competition ends:	3rd full weekend in May <i>(Adopted 10/13/06 effective 1/1/07)</i>

NONTRADITIONAL SPORT SEASON DATES CHART

[CCCA Constitution & Bylaws - 2022-23](#)

Sport	Start Date	End Date	Number of Scrimmages/ Events/Dates
Baseball	Tuesday following Labor Day	Saturday before Thanksgiving	10 Dates
Basketball, Women	September 1	September 30	2-Scrimmage maximum per day, per team for a total of <u>2</u> dates
Golf, Women	February 1 (Spring) June 1 (Summer)	April 30 (Spring) July 31 (Summer)	1 Event 1 Event
Soccer	March 1	May 31	4 Dates
Softball	Tuesday following Labor Day	Saturday before Thanksgiving	10 Dates
Volleyball, Women	February 1	April 30	3 Dates