

**WEST KERN COMMUNITY COLLEGE DISTRICT
AGENDA FOR SPECIAL MEETING**

October 14, 2020

Cougar Room
(Access Through the Library Entrance)

No in-person public attendance permitted. Limited physical attendees must wear a mask. Must use the Zoom website link due to the Governor's Executive Order issued on March 19, 2020 placing limits on public congregation.

Join Meeting at the Following Web Address:

Join Zoom Meeting

<https://cccconfer.zoom.us/j/98856423200>

4:00 p.m.

29 Cougar Court
Taft, California 93268

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. 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. 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 AGENDA ITEMS
3. NEW BUSINESS:
 - A. First Presentation – Proposed Salary Schedule Alignment of 2.32% Salary Schedule Alignment to the 2020-21 Faculty Salary Schedules; Appendix B-1, B-2 and B-3; Retroactive to 7/1/20
 - B. First Presentation – Proposed Salary Schedule Alignment of 2.32% to the 2020-21 Classified Salary Schedules, Appendix A; Retroactive to 7/1/20
4. PUBLIC COMMENT ON THE 2020/21 PROPOSED BUDGET*
5. 2020/21 BUDGET STUDY SESSION
6. ADJOURNMENT

* [WKCCD Proposed 2020/21 Budget](#)

Date: September 2, 2020
Submitted by: Heather del Rosario, Vice President of Human Resources
Area Administrator: Dr. Debra Daniels, Superintendent/President
Subject: Information Item

Board Meeting Date: October 14, 2020

Title of Board Item:

First Presentation: Proposed salary schedule alignment of 2.32% Salary Schedule Alignment to the 2020-21 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 salary schedule alignment of 2.32% Salary Schedule Increase to the Faculty Salary Schedules, Appendix B-1, B-2 and B-3.

Terms (if applicable):

An implementation date retroactive to July 1, 2020 is recommended.

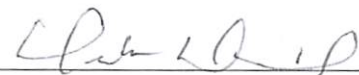
Expense (if applicable):

See below.

Fiscal Impact Including Source of Funds (if applicable):

The amount will be included in the Adopted Budget for 2020-21.

Approved: _____


Dr. Debra Daniels, Superintendent/President

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

**SALARY SCHEDULE ALIGNMENT OF 2.32% SALARY SCHEDULE
INCREASE 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 salary schedule alignment of 2.32% 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 salary schedule increase of 2.32% required by the 2019 Frey Report will be applied as outlined above and implemented retroactively to July 1, 2020. 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.

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

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

Dated: October ____, 2020

Dated: October ____, 2020

Board Approval:

First Presentation: October 14, 2020
Second Presentation/Approval: October 14, 2020

Date: September 2, 2020
Submitted by: Heather del Rosario, Vice President of Human Resources
Area Administrator: Dr. Debra Daniels, Superintendent/President
Subject: Information Item

Board Meeting Date: October 14, 2020

Title of Board Item:

First Presentation: Proposed salary schedule alignment of 2.32% to the 2020-21 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 salary schedule alignment of 2.32% to the Classified Salary Schedules, Appendix A.

Terms (if applicable):


An implementation date retroactive to July 1, 2020 is recommended.

Expense (if applicable):

See below.

Fiscal Impact Including Source of Funds (if applicable):

The amount will be included in the Adopted Budget for 2020-21.

Approved: 

Dr. Debra Daniels, Superintendent/President

Tentative Agreement Between

**California School Employees Association and its
Taft College Chapter #543**

And

West Kern Community College District

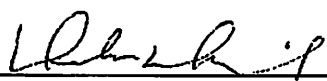
SALARY SCHEDULE ALIGNMENT OF 2.32% TO THE CLASSIFIED SALARY SCHEDULE

This tentative agreement ("Agreement") is made by and between the California School Employees Association and its Chapter #543 ("CSEA") and the West Kern Community College District ("District") (collectively referenced as the "parties") with respect to the following recitals:

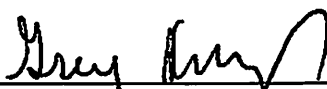
As part of continuing dialogue through the Taft College Classified Collective Bargaining Committee, the parties have reached a consensus regarding a salary schedule alignment of 2.32% to the Classified Salary Schedules, Appendix A.

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

1. The above recitals are true and correct.
2. A salary schedule alignment of 2.32% Salary Schedule Increase will be applied as outlined above and implemented retroactively to July 1, 2020. The parties further agree to update the Classified Salary Schedules, Appendix A 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 CSEA members and the District's Governing Board.



Debra Daniels, Superintendent/President
Taft College
West Kern Community College District



Greg Hawkins, President
California School Employees Association
Chapter #543

Dated: 10/1/2020 2020

Dated: 10/5/ _____, 2020

Board Approval:

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

Dated: September _____, 2020

October 14, 2020
First Presentation: ~~September 9, 2020~~
Second Presentation/Approval: October 14, 2020