

Governing Board

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Tentative Agreement between Contra Costa Community College District and United Faculty March 1, 2010

After a series of negotiating sessions considering Article 17 (Evaluation of Faculty) and Appendix X, a 2009-10 re-opener, the parties have agreed to the following:

The Contra Costa Community College District (District) and United Faculty (UF) agree that the Faculty Evaluation Guidelines, including all forms and procedures that make up Appendix X of the UF Contract, have been revised through collective bargaining. Following ratification of this Tentative Agreement, those revisions, including new forms and procedures, shall be used beginning in fall of 2010. The new guidelines have been divided into 15 guidebooks, each focused on a specific group of faculty. These books are labeled X1.1 – X5.3. The new guidebooks will jointly comprise Appendix X in the future. Prior to implementation, both sides agree to work together to produce the physical forms and related materials (including electronic versions of the forms) necessary for implementation. Materials will continue to be produced at District expense.

The District and UF recognize that in creating these multiple guidebooks and in revising this complex process, it is possible that errors, omissions or contradictions may have escaped our proofreading process. We therefore agree to work collaboratively to resolve and correct any mistakes found during initial implementation of the new Agreement, and we agree that we will make minor edits as needed upon mutual agreement during the first year of implementation. These edits will in no way invalidate or affect anyone's evaluation status. We further agree that Article 17 (Evaluation of Faculty) will reopen automatically in 2011-12 negotiations so that both sides can review and amend this Agreement through collective bargaining as needed based on the experience of implementation. Three more guidebooks (X6.1; X6.2; X6.3) for Physical Disability Specialists will be created following the new model at that time, or before if and when the District hires any faculty member in that area.

The District and UF agree that these changes in the evaluation procedures are not intended to impact part-time faculty staffing preferences in any way.

Article 25 (Part-Time Faculty Staffing Preferences) will be modified as follows to reflect the changes in rating scales:

25.1 **STAFFING PREFERENCE ELIGIBILITY INFORMATION:** Part-time faculty become eligible for staffing preference consideration after their seventh semester of teaching within a given department (summer session does not count toward the awarding of staffing preference). Faculty who wish to be considered for preference must submit an application upon completion of their seventh semester teaching evaluations or qualifying evaluations within a given department by the end of the second full week of classes for consideration in the next semester.

Eligible part-time faculty will be granted staffing preference if they meet the criteria described under either of the groupings described below:

1. Faculty member has received a summary rating of "exceed standards of performance" on most recent evaluation ***if conducted prior to fall 2010, or "consistently high ratings" if conducted fall 2010 and after.***

2. Faculty member has received “meets standards of performance” or “satisfactory” level of performance **if the evaluation was conducted prior to fall 2010, or a summary rating of “satisfactory performance” if the evaluation was conducted fall 2010 or after**, with average to high ratings in most areas, including the following rating totals (excluding “NA”, not applicable):

- On the Classroom/Workplace Observation Form: majority of ratings are “SA” (strongly agree) with no more than 1 “D” (disagree) **for evaluations conducted prior to fall 2010, or a majority of ratings are 5 (excellent) or 4 (above average) with no more than one 2 (below average) or 1 (poor) for evaluations conducted fall 2010 and after.**
- AND
- On the Student Evaluation Forms: the majority of ratings are “SA” in the majority of categories with few “D” (disagree) **for evaluations conducted prior to fall 2010, or the majority of ratings are 5 (excellent) or 4 (above average) with few ratings of 2 (below average) or 1 (poor) for evaluations conducted fall 2010 and after.**

Evaluations shall be scheduled according the following schedule:

Semester 1

Semester 4

Semester 7 (~~A~~ a composite **summary** evaluation produced by **at least** two different evaluators – **see appendix X**) ; **and every sixth semester thereafter.**

~~Student evaluations shall be conducted in up to two sections of the faculty member’s assignment.~~

RATIFICATION: The District agrees that its Governing Board shall consider ratification of this agreement at the April 28, 2010 Governing Board Meeting. United Faculty agrees to hold a ratification vote and report the results to the District no later than the close of the business day April 27, 2010.

FOR THE DISTRICT:

Eugene Huff, Associate Vice Chancellor

Date

FOR UNITED FACULTY:

Jeffrey Michels, President

Date