

ACADEMIC SENATE of BAKERSFIELD COLLEGE

April 27, 2016 – 3:30 p.m.

Collins Conference Center

UNAPPROVED MINUTES

PRESENT: Alisha Loken (by Proxy), Anna Agenjo, Bill Kelly, Bryan Hirayama (EB), Chad Newton, Charles Kim (EB), Dan Kimball, David Neville (EB), Deborah Rosenthal (EB), Fitzgerald Graves (SGA), Greg Chamberlain, Ishmael Kimbrough, Jennifer Johnson (EB), John Giertz (EB), Joyce Kirst, Kathy Rosellini, Kimberly Nickell (EB), Klint Rigby, Kris Stallworth, Kurt Klopstein, Laura Peet, Lisa Harding (EB), Mark Staller (EB), Marsha Eggman, Matt Garrett (EB), Michael Frendenberg, Neal Stanifer, Pam Boyles (EB), Rachel Vickrey, Reggie Bolton, Reggie Williams (by Proxy), Richard Marquez (EB), Ron Grays, Steven Holmes (EB), Susan McQuerrey, Tim Burke, Tom Greenwood (EB)

ABSENT: A. Todd Jones, Andrea Thorson (EB), Anna Poetker, Billie Joe Rice (EB), Carl Dean, Christian Zoller, David Koeth (EB), Denise Norris, Gayla Anderson, John Carpenter (EB), Phil Whitney, Qiu Jimenez, Robby Martinez, Ronnie Knabe, Sarah Baron, Victor Diaz

GUEST: Corny Rodriguez (Past Academic Senate President), Kate Pluta (Past Academic Senate President), Nick Strobel

Call to Order

The meeting was called to order at 3:30p.m.

Good, Welfare and Concerns:

There were no good and welfare concerns.

Opportunity to Address the Academic Senate

There were no requests to address the Academic Senate.

Additions to the Agenda

There were no additions to the agenda.

Review and Approval of the Minutes

*****A motion was made to review and approve the Academic Senate Minutes of April 13, 201 as corrected, M/S/C: Kirst/McQuerrey.***

*****A motion was made to suspend the agenda to Co-Chair Reports, MSC: Rosellini/Thorson.***

President's Report (Holmes)

- ***Classified Staff agreed to 4-day work schedule***

- *Summer hours will begin the week of May 30th through August 5th. Hours will be 7:00am-5:30pm with a 1/2hour lunch.*
- **KCCD 2016-17 District Operations Budget**
 - *Handout provided: **Summary Justification for 2016-17 GU001 District Operations Positions Additions** that list the following:*
 1. *Associate Vice Chancellor Educational Services*
 2. *IT Customer Support Manager*
 3. *ERP Manager*
 4. *Systems Administrator*
 5. *Network Engineer*
 6. *Accounting Technician*
 7. *Executive Director of District Public Relations and Communications*
 - *Todd Coston, Director of IT visited the Executive Board and provided justification for the 4 IT positions; ISIT also reported that they were in support of the recommended positions.*
- **The District Office will post the salaries of the Chancellor, 3 College President's, along with additional administrator contracts**
 - *The employee salaries will be available on the KCCD website in 7-14 days per Chancellor Serrano. This information has been requested by Holmes for the past 22 months.*
 - *In order to be more transparent, the California State Controller's Office has provided the following link: www.publicpay.ca.gov*
 - *California State Controller's Office: www.sco.ca.gov*
- **Management Salary Structure**
 - *Chancellor Serrano has been requested to Review the actual pay structure based on accountability, knowledge and time period.*
- **Enrollment for Fall-BC**
 - *The Outreach and Counseling Departments were commended for their excellent work with the increase of students over last year.*
- **BOND 2016**
 - *The Bond is expected to be approved/disapproved by the BOT over the summer prior to the end of August. Currently, we have the academic freedom to discuss this issue. Once the BOT votes and the Bond is approved, then we can no longer advocate (only information can be provided).*
 - *The decision for the Bond to include all of KCCD or just BC is still not finalized.*
 - *The date of the ballot is November 8th.*

➤ **Canvas**

- *Canvas training is currently taking place.*
- *Moodle will be on campus for one more year (fall/spring)*

AIQ (Staller) –Report submitted as written

<https://committees.kccd.edu/bc/committee/accreditation>

Vacancies: Basic Skills, General Education, CTE

Accreditation and Institutional Quality Report:

- *The AIQ Committee met on Tuesday, April 26 to plan how to analyze and share the data from the Spring 2016 Strategic Directions Reports recently submitted by campus committees and personnel. Members of AIQ will be summarizing and sharing the results of these reports at the second annual BC Leadership meeting on Friday morning, May 6.*
- *Shannon Musser sent out an email reminder today that all Strategic Direction reports need to be turned in by noon tomorrow (April 28) in order to be included in the May 6th AIQ all-campus report. Make sure that you send your Strategic Directions report to the correct email address: SDReports@bakersfieldcollege.edu.*
- *A survey of BC services will be sent out soon by AIQ Administrative Co-Chair Kate Pluta. The AIQ committee has been tasked with doing a yearly evaluation of both District services and BC services. Kate Pluta has worked with AIQ to develop a clear, user-friendly survey to evaluate BC services, so please take the time to complete this email survey. Survey results will be shared with college employees so we can continue to improve the quality of all services offered on the BC campus.*

Staller reported that AIQ is sending out a survey of the District services. This survey is not taking place internally by the District as in the past, but by BC, CC and PC as required.

Assessment (Neville)

<https://committees.kccd.edu/bc/committee/assessment>

Vacancies: Adjunct/Agriculture/Allied Health/Fire Technology/Health & PE/Performing Arts/Philosophy/Physical Science/Social Science/ SGA

Neville announced that eLumen was adopted at the college level and has moved forward to the BOT (for curriculum). This will now tie Curriculum with Assessment and Program Review. Neville also announced that the Assessment Committee will be holding a summer retreat. Neville is stepping down as the Assessment Coordinator, leaving a vacancy; however, most of the committee members wish to remain on the committee.

Budget (Holmes)

<https://committees.kccd.edu/bc/committee/budget>

Vacancies: Basic Skills/ESL/English

Holmes reported there is discussion of creating a district-wide budget to meet on a monthly basis that would oversee overall budgeting, as well as, prioritizing hiring. There were discussions of membership having an equality of representation. This would offer long-term stability for colleges instead of the current one-year model in place.

Curriculum (Rice/Carpenter) –*Report submitted as written*

<https://committees.kccd.edu/bc/committee/curriculum>

Vacancies: Biological Sciences

Curriculum Committee Report

Co-Chairs, 3; Administrator, 1; Articulation Officer, 1

Members: 28 members (one vacancy – Biology) average of almost 4 years of experience

BC Course Inventory: approximately 900 courses and 143 programs (AA, AS, ADT, CoA, JSC)

- *4 years ago out-of-compliance – currently 95% compliance rate*

2015-2016: processed around 260 courses and 10 programs including 5 new ADTs and BA degree

- *Agriculture Animal Sciences AS-T*
- *Agriculture Business AS-T*
- *Agriculture Plant Science AS-T*
- *Biology AS-T*
- *Chemistry AS-T*
- *Bachelor of Science in Industrial Automation*

Strategic Direction Goals:

- *Develop course objectives and SLOs for all courses currently going through the review process.*

Accomplishments:

- *Changes in repeatability criteria*
- *Changes in establishing requisites to courses*
- *Stricter criteria for C-ID*
- *Creation of 28 ADTs*
- *Creation of upper division courses*
- *Creation of upper division general education courses*

Challenges:

- *Historically more mandated changes in curriculum than previously witnessed in decades*
- *CurricUNET*

It was announced that Jennifer Johnson will be the new Curriculum Committee Co-chair.

Enrollment Management (Staller)-Report was submitted as written

<https://committees.kccd.edu/bc/committee/enrollment>

Vacancies: CTE

Enrollment Management Committee Report:

- *The third and final EMC Roundtable was held in the Collins Conference Center on Thursday, April 14. It featured Steven Watkin (and staff) on Outreach Programs, Kimberly Bligh on Summer Bridge(s), and Cornelio Rodriguez on Dual Enrollment.*
- *The second meeting of the EMC Class Size Task Force is scheduled to meet tomorrow, April 28, from 1 p.m. to 2:30 p.m. The Class Size Task Force report will be posted to the EMC webpage, and a copy of the report will be shared with the Academic Senate at the start of the 2016-2017 Academic year.*
- *Mark Staller, outgoing EMC Faculty Co-chair, will continue to work with BC and KCCD administration over the summer to pin down maximum occupancy load limits for BC classrooms.*
- *I recommend that the Academic Senate executive board work closely with CCA leaders to add language to the next faculty contract that will add more specific details to the class size decision making process. The current contract language is insufficient to ensure that class size decisions are made in a fair and consistent manner.*
- *A revised draft of the EMC written Strategic Enrollment Management Plan (SEMP) will be completed by the end of May 2016. The EMC will need to bring the final draft of the SEMP forward in Fall 2016 for Academic Senate and College Council approval.*

It was announced that David Koeth will be the new Enrollment Management Committee Co-Chair. Mark Staller was thanked for his past service and it was announced he is the AIQ Committee Co-chair.

Equal Opportunity & Diversity Advisory (Hirayama)

<https://committees.kccd.edu/bc/committee/eodac>

Vacancies: None

Hirayama reported the Climate Survey was sent out and they are currently reviewing the results, which will be shared at a future time.

****There was a motion to suspend the agenda to Student Representatives, MSC: Kelley/Rosellini.**

ISIT (Marquez)

<https://committees.kccd.edu/bc/committee/isit>

Vacancies: Allied Health/Art/Behavioral Sciences/Counseling/Health & PE/Philosophy/physical Science

Marquez shared that the portal (Inside BC) is going away soon, but did not have any more details on this subject. Vice President Nan Gomez-Heitzeberg sent an update on portal questions:

“While our current portal is going to ‘expire’ we will either have a stop-gap portal or move to the state portal. Either way there will be a portal in place. It looks like the date will probably be in August.

Q: How will faculty get into their grades if the portal is going away?

A: Faculty will get into their grades through myBanWeb (the portal actually takes them there, so the process will be the same, just how they get there will be different). There will be a link to myBanWeb on either the stop-gap portal or the state portal.

Q: How will employees be notified of the changes?

A: IT is working with IT managers at each campus on the options of either switching to the state portal or a stop-gap portal. Once that is solidified, a communication will go out to each campus. There are some issues yet to be resolved.

Q: How will students who are currently using the portal be notified of changes and how they can navigate to the things they used to get?

A: The link that is now on every homepage will change to point to whatever our new portal is. We will have messaging on the sites or portal login pages so that students aren't too disoriented.

I have included Todd Coston on this email since he has been involved in the discussions and will be our point of contact on changes.”

Professional Development Committee (Giertz)

<https://committees.kccd.edu/bc/committee/pdc>

Vacancies: None

Giertz reported that we have had an increase in professional development fund requests. Also, he announced that the deadline for FLEX session proposals was July 18th.

Program Review (Nickell)

<https://committees.kccd.edu/bc/committee/programreview>

Vacancies: Adjunct Rep/Agriculture/Allied Health/Art/Behavioral Sciences/Biological Sciences/Fire Tech/Health & PE/Industrial Tech/Performing Arts/Philosophy/Physical Science/Social Science/SGA

Nickels shared they are in the process of updating annual forms and planning a workshop in May.

Treasurer (Kim)

No report

Secretary (Garrett)

No report

ASCCC Representative (Greenwood)-Report was submitted as written

Academic Senate Fall Plenary Sessions – April 21 – 23, 2016

The Academic Senate Spring Plenary Session was held in Sacramento and some of the main topics that were discussed in the breakout sessions were:

- *The Common Assessment*
- *Open Education Resources and Z – Degrees/Pathways*
- *Equity of Faculty*

The Common Assessment

BC is one of pilot colleges for the common assessment system that will be taking place statewide. The purpose of the common assessment system is to:

- *Align to the state legislation*
- *Remove unnecessary remediation*
- *Provide statewide efficiency*

The common assessment would test English and Math and use multiple measures for placement. Placement would be a local decision as determined by each college. If a student changes community colleges, the placement score can be transferred, but it would be up to the new college to determine placement.

For the English placement, there will be a writing sample. Each college has the option to grade the writing sample by hand; however, there is no process yet for scoring by machine. This is being looked into since many computerized programs do not do a good job of scoring writing samples.

There is no time limit for the exam and there will be access to a pencil/paper version of the exam on demand.

Open Educational Resources and Z – Degrees/Pathways

In October 2015, AB 798 – Textbook Affordability Act was passed which helps college students save money by increasing the use of Open Educational Resources (OER). OER refers to open access textbooks and ancillary materials that are available at little or no cost. Colleges are looking at creating Z – Pathways (Z meaning zero cost for textbooks). There are several websites that review OER materials and give recommendations.

*Websites: www.oercommons.org (This is to find OER resources)
www.coolfored.org OR www.COOL4ED.org*

For the COOL 4 ED website, you can review OER textbooks by C – ID. Textbooks are reviewed by faculty from community colleges, CSUs, and UCs. There are also recommendations on additional OER textbooks.

Equity of Faculty

There is ongoing discussion about the diversity of faculty in the California Community Colleges. In the fall plenary session, there were several breakout sessions on this issue. The spring breakout session continued to stress the need to increase the diversity of community college faculty that reflects the diversity of the student population. For changes to happen at each college, there needs to be a campus wide effort that starts from the top (president). There was a resolution in this plenary session addressing diversifying faculty. After amending the resolution, the resolution passed.

Some resolutions of interest that passed:

3.01 Diversifying Faculty to Enhance Student Success

Whereas, Studies have indicated that a more diverse faculty workforce can enhance student success and may help to close achievement gaps for underrepresented students by as much as 20% to 50% ;

Whereas, Since the publication of the Academic Senate Paper A Re-examination of Faculty Hiring Processes and Procedures in Fall 2000, the ASCCC has passed 15 resolutions reaffirming positions that express the need for and value of faculty diversity, yet a great disparity between the faculty diversity and the diversity of the student population remains, as approximately 70% of faculty in the system are white while nearly 70% of the students are non-white;

Whereas, Education Code Section 87100 (a) (3) cites the need for a “work force that is continually responsive to the needs of a diverse student population,” and hiring practices that promote the development of a workforce better able to serve student needs can work to reduce biases in hiring processes and combat the persistent perception that initiatives to promote the hiring of ethnic minorities compromise professional and academic standards;
and

Whereas, Practices that promote the recruitment and hiring of faculty who can serve the needs of diverse student populations will ultimately lead to a more diverse faculty workforce by focusing on and identifying candidates that can best understand, communicate with, and advocate for diverse student populations, thus increasing both faculty diversity and student success;

Resolved, That the Academic Senate for California Community Colleges provide rigorous and easily accessible training to educate colleges and faculty on ways in which they can increase the ethnic diversity of faculty through multiple targeted actions to recruit and hire faculty who are best able to serve the needs of diverse student populations ~~while in no way compromising the professionalism nor standards of academic programs~~; and
Resolved, That the Academic Senate for California Community Colleges develop guidelines for local academic senates to work jointly with collective bargaining agents, EEO Officers, and Human Resources Offices in order to ensure hiring practices reflect the urgency for developing a work force responsive to the needs of diverse student populations and to correct misperceptions about obstacles to promoting faculty diversity.

Note: Strikeouts mean that the resolution was amended to remove language from the original resolution

6.05 Direct Strong Workforce Funding to Districts

Whereas, The recommendations of the 2015 Board of Governors Task Force on Workforce, Job Creation, and a Strong Economy (Strong Workforce Taskforce Recommendation) demonstrate a recognition of the important role of career technical education (CTE) programs in supporting the overall economic integrity of the State of California;

Whereas, Recent practice has been to direct funding for CTE programs through regional consortia, which has in many cases led to uneven allocation of resources, inability to sufficiently fund some existing CTE programs, and missed opportunities for program development and improvement;

Whereas, The 2016 California Budget Trailer Bill allocates \$200 million of Prop 98 funding to support CTE programs and workforce development through the Strong Workforce Taskforce, but the current expectation is that this funding will once again be directed through regional consortia; and

Whereas, The \$200 million in funding for the Strong Workforce Taskforce Recommendation could be better used to serve the students and the economy of California if it were allocated directly to community college districts rather than regional consortia;

Resolved, That the Academic Senate for California Community Colleges urge the Chancellor's Office, the legislature, and the Governor's Office ensure that the ongoing \$200 million of the Strong Workforce Taskforce Recommendations is allocated directly to community college districts rather than through regional consortia.

9.08 Associate Degree for Transfer in Music

Whereas, Associate Degrees for Transfer (ADTs) are limited to a total of 60 semester units completed at a community college and must include the completion of CSU Breadth or IGETC, which consists of 37-39 semester units, leaving only 21-22 units of major preparation for music if none of the music courses has been approved for general education;

Whereas, The ADT in Music is not truly "a degree with a guarantee" due to the requirement for students to audition into music programs, students cannot enter a university music program at the junior level, students still have to take placement tests, students can only get a Bachelor of Arts degree instead of a Bachelor of Music degree, and music faculty do not

recommend the ADT degree to students interested in music as a career or transferring as a music major;

Whereas, The music major is a recognized high unit major as evidenced by the 124-132 semester unit Bachelor of Music (BM) degrees at numerous CSU campuses, including CSU Long Beach, CSU Los Angeles, CSU Fullerton, CSU Stanislaus, San Jose State, San Diego State, and the required lower division music curriculum at these institutions ranges between 33 and 40 semester units; and

Whereas, Some disciplines, such as Biology and Chemistry, have developed Transfer Model Curricula (TMCs) using IGETC for STEM, which allows the community colleges to require additional discipline specific units by permitting six units of general education to be completed after transfer;

Resolved, That the Academic Senate for California Community Colleges recognize the special character of the music major that requires admission by audition which does not fit well with the parameters of the Associate Degree for Transfer (ADT);

~~*Resolved, That the Academic Senate for California Community Colleges work with the Academic Senate for the California State University to include music as a discipline eligible to use IGETC for STEM as the general education pattern for the ADT; and*~~

Resolved, That the Academic Senate for California Community Colleges work with the Chancellor's Office to create a new Taxonomy of Programs (TOP) code for the Transfer Model Curriculum in Music to eliminate the legal requirement that all colleges with an approved Associate's Degree in Music must have an approved Associate Degree for Transfer in Music.

9.09 Z-Degrees and Faculty Primacy

Whereas, The Department of Finance has introduced trailer bill language to incentivize California Community Colleges to develop "Z-Degrees", designed so that students can complete a degree with zero costs for textbooks;

Whereas, The development and review of curriculum and degree programs, as well as the selection of textbooks and other instructional materials, are items of faculty primacy under the 10+1; and

Whereas, The trailer bill language calls for consultation with the local academic senate but fails to recognize the primacy of faculty in these types of decisions;

Resolved, That the Academic Senate for California Community Colleges encourage and support local and statewide discussions regarding degree paths, known as Z-Degrees with zero text book cost to students;

~~*Resolved, That the Academic Senate for California Community Colleges remind legislators and others evincing interest in Z-Degrees of the primacy of faculty in decisions regarding degree and program development; and*~~

Resolved, That the Academic Senate for California Community Colleges assert the primacy of faculty in curricular decisions regarding degree and program developments, including Z-Degree, and communicate the assertion to the legislature and others evincing; and

Resolved, That the Academic Senate for California Community Colleges recommend that the 2016 budget trailer bill language ensure that the primacy of faculty is retained ~~be changed to reflect~~ by including the local academic senate's approval of the development of Z-Degrees ~~and,~~

as well as participation in any kind of incentive program related to Z-Degrees to ensure that the primacy of faculty is retained.

Note: *Italics are to indicate additional language added to the resolution by amendment*

18.02 Placement Model for Transfer Statistics Using High School Transcript Data

Whereas, The Multiple Measures Assessment Project (MMAP) has developed placement models in English, mathematics, English as a Second Language (ESL), and reading, using high school transcript data that are currently being piloted at more than 20 different community colleges;

Whereas, The placement models developed by MMAP typically require a higher level of predicted success than many placement tests currently in use at colleges; Whereas, Using actual student data, MMAP has developed a placement model for transfer level statistics that indicates that some students are likely to be successful at statistics even though Algebra I was their highest high school mathematics course completed; and

Whereas, An analysis of 22,403 students that enrolled in transfer level statistics as their first college mathematics course, 2,435 of those students had completed Algebra I as their highest high school mathematics course, 703 of these would have been placed based MMAP placement model with a 60% success rate, while 1,732 of these students do not satisfy the MMAP placement model and had a success rate of 48%;

Resolved, That the Academic Senate for California Community Colleges authorize the distribution of the “MMWG Mathematics Decision Rules Recommendation and Discussion Summary” to Multiple Measures Assessment Project and Common Assessment Initiative pilot colleges;

Resolved, That the Academic Senate for California Community Colleges urge local senates to work with their administrations to ensure that the proposed statistics placement model is analyzed using data for their students to ensure that the model works as predicated prior to using it to place students;

Resolved, That the Academic Senate for California Community Colleges urge local senates to review the proposed statistics placement model and make any necessary modifications to ensure that there is no negative impact on existing articulation agreements between their college and four year universities; and Resolved, That the Academic Senate for California Community Colleges collect data on the effectiveness of the statistics placement models and report the results by Fall 2017

Holmes announced Deborah Rosenthal as the new ASCCC Representative and thanks Tom Greenwood for his past service.

Copies available in the Senate Office:

- ***The 2016-17 Budget: Assessing the Governor’s Zero-Textbook-Cost Proposal***
- ***CCCAssess Implementation***

CCA (Freeman)- Report was submitted as written
<https://www.kccd.edu/sites/kccd.edu/files/page/2014-2017%20CCA%20contract.pdf>

Apr. 26, 2016

Dear Faculty,

I am writing with some good news to share about the CCA election and an issue directly connected to all of us, and that is faculty salaries.

It has been a privilege to work with dedicated officers on behalf of faculty this past year, so it was wonderful to see many of them agree to run again as chapter and campus officers. I want to thank returning officers, faculty members who ran to fill vacancies, and faculty who accepted positions after being nominated as write-in candidates. Our faculty voice is stronger thanks to their willingness to serve. Below are the results of last week's election, which had a 71 percent turnout of 206 possible voters.

CCA Spring Election Results

2016-17 KCCD CCA Executive Council

President: Kathy Freeman Vice President: Mary O'Neal Secretary: Gloria Dumler Treasurer: Sheri Burgess

Adjunct Representative: To be determined depending upon response from write-in candidates.

BC Chair: Isabel Stierle

CC Chair: Joe Slovacek

PC Chair: Ann Marie Wagstaff (a write-in winner who agreed to serve)

Representatives

BC Rep: Ann Tatum

BC Rep: Pam Boyles (a write-in winner who agreed to serve)

PC Rep: Terry Crewse

CC Rep: Jan Moline

Adjunct Representatives

BC: Unfilled

CC: Barbara Walls PC: Unfilled

2016-17 MOUs and Bylaws' Change

CCA members also ratified three memorandums of understandings, or MOUs, for 2016-17, and approved a bylaws' change: Chair compensation (94 percent); contracts for librarians and counselors (98 percent); instruction in prisons (94 percent); and the bylaws' change (99 percent).

Health Benefits

Members overwhelmingly approved staying self-insured rather than joining the larger SISC pool, with 97 percent voting to pay \$190 monthly to stay self-insured, and 3 percent voting to join the SISC pool. When asked if a less expensive health insurance plan should be offered as a second option if we stayed self-insured, two-thirds (66.7 percent) agreed while one third (33.3 percent) disagreed.

A total of 86 percent agreed with some or all of the recommended SISC Pool Plan changes to save on health costs: 73.5 percent agreed with some of the recommended SISC changes; 12.5 percent agreed with all of the recommendations; and 14 percent said they could not agree with any of the recommendations. Here is the list of the SISC recommendations and its approval percentage:

- Emergency room co-pay increases from \$50 to \$100 (waived if admitted): 84 votes, 63.7 percent*
- Custom molded orthotics (therapeutic shoes or inserts) are limited to two pairs per calendar year. (These are unlimited in the current plan.): 80 votes, 57.5 percent*
- Hearing aid coverage changes from \$1,000 every 36 months in the current plan to \$700 every 24 months: 77 votes, 54.8 percent*
- Therapy services for autism would be added through ABA (Applied Behavior Analysis). (Autism is not covered in the current plan.): 77 votes, 52.7 percent*
- Transplants and bariatric surgeries are covered if done in SISC-designated Centers of Medical Excellence; patients would receive travel benefits: 61 votes, 41.8 percent.*
- Inpatient surgery for hip, knee, and spine must occur in a Blue Distinction Plus facility: 37 votes, 25.3 percent*
- Chiropractic and physical therapy services would require pre-authorization by American Specialty Health (ASH) review. The current plan does not require pre-authorization: 30 votes, 20.5 percent.*
- X-rays, lab tests, DME (durable medical equipment), and physical medicine services (chiropractic, acupuncture, and physical and occupational therapy) only will be covered if done through a network provider: 29 votes, 19.9 percent*
- Outpatient prescriptions would be limited to SISC pool list to limit costs. (Current plan has fewer prescription limits.): 23 votes, 15.8 percent*
- Out-of-network limits to be aligned with SISC standard. SISC pool will pay \$600 per day for a non- contracting hospital. (Current plan has no limit.): 17 votes, 11.6 percent*

Kern Ranks Among Top Faculty Salaries

At the recent state CCA spring conference held Apr. 15-16, CCA officials shared their annual salary survey. Thanks to the salary schedule negotiated in our last contract, Kern Community College District now ranks consistently among the highest paying college districts in the state. Of 72 districts listed and ranked by faculty salary schedules, here is where Kern stands:

Ranked Masters Step One District 2015-16

1. Mira Costa	\$71,679
2. Kern	\$68,559
3. So. Orange	\$67,648
4. San Mateo	\$65,268
5. Ohlone	\$65,004

Ranked Non Doctorate Step 15

District	2015-16
1. Mira Costa	\$131,936
2. So. Orange	\$111,560
3. Kern	\$110,911
4. Mt. San Antonio	\$109,601
5. Ohlone	\$106,910

Ranked Highest Earnable Salary with Longevity and Doctorate

District	2015-16
1. Mira Costa	\$145,671
2. So. Orange	\$136,511
3. Ohlone	\$125,226
4. Mt. San Jacinto	\$122,203
5. West Valley	\$121,686
6. Santa Clarita	\$119,364
7. Mt. San Antonio	\$119,349
8. Kern	\$118,673

But there's even more good news, since faculty can expect another salary increase next year.

2016 Salary Raises

According to the 2014-2017 contract, faculty salaries are adjusted every year on July 1 based on our comparable districts. Contract language states that faculty salaries have to be at the same level as the fourth-ranked comparable district based on the highest salary that does not require a doctorate degree. Here are the comparable salaries for this year:

CCA Comparable Districts: Salary Review for 2016-17 (rounded to the nearest dollar)

<i>Santa Clarita</i>	\$117,768
<i>Sequoias</i>	\$115,742
<i>West Hills</i>	\$115,074
<i>Riverside</i>	\$112,933
<i>State Center</i>	\$112,043
<i>West Kern</i>	\$111,818
<i>San Joaquin Delta</i>	\$109,031
<i>San Bernardino</i>	\$105,499
<i>Yosemite</i>	\$103,694
<i>Antelope Valley</i>	\$101,926
<i>KCCD: \$110,910.76</i>	\$110,911

The percentage difference with Riverside is 1.823% and this will be rounded up to 1.83%. This increase will be applied to all steps on the salary structure. Faculty will see the increase in their first paycheck of the 2016-2017 academic year. All faculty should see a 4.38% increase from their current salary this year (2.5% step increase and 1.83% raise, compounded). Since this raise takes place at the beginning of the academic year, there is no retroactive pay. If you have any questions, please feel free to e-mail Tom Greenwood, chief negotiator, at tgreenwo@bakersfieldcollege.edu

Our negotiators (Tom Greenwood, chief negotiator, BC; Ann Marie Wagstaff, PC; Matt Crow, CC; and Nicole Celaya, PC) have done a tremendous job on behalf of faculty.

If you care about your salary and health benefits, and you are not yet a member, now is the time to join CCA.

Kathy

Student Representative (Graves)

<https://www.bakersfieldcollege.edu/osl>

Graves shared the following information:

- Academic Calendar-Thanksgiving week
 - Most the students that were contacted did not seem to be concerned one way or another
- Armed Personnel on BC Campus for Security
 - The survey sent out by SGA had a response of 33 students. The results can be viewed on the Senate website. The Senate recommends the survey be resent to students and faculty to get a greater response.
- Drinking Fountains
 - Students recommend more drinking fountains that are water conscious.
 - Not accessible to students in wheel chairs (ADA accessible); missing cups-violation of 504 law
- AB14-local government to develop fine violations for smoking in non-smoking areas

Faculty Appointments:

- a) Standing Committee Appointments
There were no Standing Committee Appointments to review.
- b) Screening Committees Appointments

2016-17 Faculty Screening Committee Members

MATH

Steve Waller (Administrator Lead)
Regina Hukill (Department Chair)
Kurt Klopstein (Faculty)
Donna Starr (Faculty)
Kimberly Bligh (Faculty-outside the department)

INDUSTRIAL SAFETY

Liz Rozell (Administrator Lead)
Cindy Collier (Administrator)
Tim Capehart (Administrator)
Jason Dixon (Department Chair)
Leah Carter (Faculty)
Mike Komin (Faculty)

NURSING

Carla Gard (Administrator Lead)
Jennifer Johnson (Department Chair)
Debra Kennedy (Faculty)
Jan Lewis (Faculty)
Kenward Vaughn (Faculty-outside the department)

*****A motion was made to approve the 2016-17 Faculty Screening Committee Members, MSC: Rosellini/Stanifer.***

Unfinished Business:

- a. 2018-19 BC Academic Calendar (Holmes)
The Senate agreed to vote on the following dates the next/final meeting (4/27/16):
 - 8/18/2018 Start date 16
 - 1/12/2019 Start date 12

*****A motion was made to approve the 2018-19 BC Academic Calendar- 8/18/16 and 1/12/19, M/S/C: Stanifer/Kirst. There was one abstention.***

**** A motion to approve the calendar w/out changing the thanksgiving week (keeping 2 days), M/S: Newton/Rosellini. Vote taken: For-10; Opposed-10.**

- Discussion: The Senate was not clear on SGA's opinion of Thanksgiving week, in addition, the Academic Calendar Task force will need to follow-up on their research.
- Discussion: Thorson researched the elementary and high school districts, who will all be taking the full Thanksgiving week off. Also, SGA did not get this information in a timely manner, but is in supportive of the time off; therefore, it necessary to do a survey and hear feedback from the student population.

b. 2015-16 AS Goals Report (Holmes)

Holmes asks the Senate to review the 2015-16 Goals Report and provide feedback in the Fall.

c. 2015-16 Margaret Levinson Award Balance (Holmes)

****A motion was made to approve an increase to the Margaret Levinson award balance, so the net amount of the award would be \$1,000.00, M/S/C: Rosellini/Thorson. A friendly amendment: supplemented amount to cover plaques and taxes.**

-Transfer from F3300.0210

d. Ethics Point Task Force (Holmes)

Description: allows for disciplinary action initiated by an anonymous complaint.

-- Tabled--

e. Class Size Task Force (Staller)

Description: Task Force to work in conjunction with EMC regarding class size issues/problems. Goal is to compile a list of issues/concerns-number of students in class or actual physical size of classroom.

--Tabled--

f. Vote of No Confidence of Chancellor (Holmes)

Description: Ad Hoc committee to draft a resolution.

--Tabled 3/30/16--

g. BP 4D1D Minimum Graduation Req. (Holmes)

Description: Moving sections 4D1E1-4D1E3, 4D2C and 4D3C to procedures. Academic Senate is requesting the following language change: "All courses applied towards a degree or certificate of study, including courses in the general education pattern must be completed with a "C" or better, or a "P" if the course is taken on a pass/no pass basis." Additional discussion of whether language changes or additions are necessary due to BC offering a Baccalaureate degree.

--Tabled--

- h. BP6A Unrepresented Employees (Holmes)
Description: Language regarding Chancellor's powers thoroughly discussed. BC's attempt to stop the centralization of authority within the Chancellor's position was met with great resistance. End result, recommended language change will continue in the process. CCLC Consultant, Jane Wright, to review all aspects of BP6A-H and make recommendation.
--Tabled--
- i. AP 4J Sexual Assault on Campus (Holmes)
Description: BP 4J (prior 4K)
--Tabled--
- j. 2016-17 Installation of Officers (Holmes)
The 2015-16 Officers and Senators were thanked for their service and Old Business was finished.

New Business:

- A. Welcome New Senators (Holmes)
The 2016-17 Officers and Senators were welcomed and New Business was commenced.
- B. 2016-17 EB/AS Meeting Calendar (Holmes)
This is an informational item.
- C. 2016 Faculty Retirees Senate Gift (Holmes)
This is an informational item.
- D. 2016-17 AS Proposed Budget (Holmes)
This is an informational item.
- E. 2016-17 AS Goals (Holmes)
This item was not addressed.
- F. Dual Enrollment Ad Hoc Committee (Holmes)
A call will go out to bc_faculty to solicit faculty participation.

Adjournment:

The meeting was adjourned at 5:01p.m.

Respectfully Submitted,
Tarina Perry