



September 12, 2017

Dear Tonya,

CCA demands that the Kern Community College District and its college officials cease and desist the creation of KCCD faculty positions that would be hired and assigned solely to teach in prisons or correctional facilities. Hiring faculty contingent upon working in prison violates the board-approved 2017-2020 faculty contract, which includes the 2017-18 Prison Memorandum of Understanding, that states:

"No KCCD faculty member will be involuntarily assigned to teach or to provide non-instructional services in a prison or correctional facility in 2017-18."

CCA demands to bargain the creation of KCCD prison-only faculty positions since teaching in prison represents a significant change in working conditions.

CCA also demands that KCCD and its college officials cease and desist the creation of KCCD faculty positions that would be hired and assigned solely to teach in high schools as dual enrollment instructors. Hiring faculty contingent upon working in high schools violates the board-approved 2017-2020 faculty contract, which includes the KCCD CCA 2017-18 Memorandum of Understanding, that states:

"The district and CCA recommend the establishment of a district-wide dual-enrollment task force to assess the hiring, retention, and evaluation of qualified dual enrollment instructors. This task force also should assess the additional workload created for department/divisions as a result of dual enrollment classes. The task force will make recommendations by the end of the 2017-18 year, and CCA and the District agree to consider these findings during negotiations for the next contract."

CCA demands to bargain the creation of KCCD dual enrollment-only faculty positions since teaching in high schools represents a significant change in working conditions.

As you know, CCA and the district teams already have scheduled four dates this fall to discuss remaining 2017-2020 contract issues. We anticipate negotiating these additional two contract issues will require possibly one or two additional meeting dates either in fall or spring.

Please respond within five working days so we can schedule these additional meeting times to negotiate these issues.

Thank you.

Tom Greenwood

KCCD CCA President and Chief Negotiator