

# **Petition for Participatory Governance and Contractual Compliance**

in the Reorganization of District Business Processes

Issued by: California School Employees Association (CSEA) Chapters 246, 336, and 617; the Academic Senates of Bakersfield College, Porterville College, and Cerro Coso Community College; and the Classified Senate of Cerro Coso Community College

## **Purpose**

We, the classified professionals and faculty of Kern Community College District (KCCD) and its colleges, respectfully request that any reorganization or centralization of district business processes be developed through a formal participatory governance model that provides meaningful representation from classified professionals, faculty, management, and students prior to implementation.

While the Chancellor has indicated that input may be taken under consideration, consideration alone does not satisfy the requirements of participatory governance or classified organizational rights under the KCCD/CSEA Collective Bargaining Agreement.

## **Call to Action**

We respectfully request that the District:

- Establish a participatory governance task force including representation from:
  - CSEA Chapters 246, 336, and 617
  - Academic Senates of Bakersfield College, Porterville College, and Cerro Coso Community College
  - Classified Senate of Cerro Coso Community College
  - Management representatives
  - Student representatives
- Formally and publicly pause implementation of structural changes until a transparent participatory governance process has occurred.
  - Recruitment efforts for new District Office Business Services positions.
    - Director, Accounting Services FY25-2600203
    - Purchasing Coordinator/Analyst FY25-2600188
    - Budget Analyst FY25-2600284
    - Department Assistant III - Accounting FY25-2600293
    - Accounting Coordinator FY25-2600292
    - Accounting Technician II (One or More) FY25-2600294
    - Accounting Manager (planned but not posted yet)
    - Lead Buyer (planned but not posted yet)
- Provide written notice to CSEA of any proposed reorganization impacting bargaining unit members in compliance with KCCD/CSEA Collective Bargaining Agreement (CBA) 13.6.6A and Appendix B - Steps to Reorganization.

- Initiate effects bargaining consistent with the CBA and Educational Employment Relations Act (EERA) which establish CSEA's exclusive right to represent classified employees in matters affecting:
  - Wages
  - Hours
  - Terms and conditions of employment
  - Layoff, reclassification, and reassignment
  - Organizational restructuring impacting bargaining unit work
- Acknowledge in writing to the impacted classified Business Services employees that they have the right to CSEA representation in all future meetings regarding the proposed reorganization.

### **Contractual and Organizational Rights Concerns**

CSEA has serious concerns that the current approach may infringe upon protected rights under the KCCD/CSEA Collective Bargaining Agreement and applicable law, including but not limited to:

A reorganization that alters reporting structures, consolidates functions, changes work location, modifies duties, or impacts classifications constitutes a matter within the scope of representation.

CSEA has not been provided a fully developed proposal for effects bargaining, nor has the District completed the required process for notice and negotiation over impacts to bargaining unit members.

The CBA contains provisions governing:

- Reorganization of departments
- Impacts to classified positions
- Notice requirements
- Effects bargaining
- Potential displacement or reclassification

Reorganizations must follow established procedural safeguards before implementation, including appropriate notice and opportunity to bargain impacts.

Implementation prior to completion of these steps constitutes a violation of contractual obligations.

### **Participatory Governance Requirements**

Re-envisioning business services is not a minor operational adjustment. It represents a structural reorganization affecting:

- Classified bargaining unit work
- Campus-level service delivery
- Student access
- Accreditation and compliance operations

Participatory governance must be integral to development, not advisory after decisions have been shaped.

### **Board Policy 2200 – Board Authority and Oversight**

Kern Community College District Board Policy 2200 outlines the Board's duties and responsibilities, including:

- Establishing policies that ensure effective organizational structure
- Exercising oversight over District operations
- Ensuring that governance processes are followed
- Acting only after proper consideration of information and recommendations

Structural reorganization of District business operations implicates Board oversight responsibilities.

If a comprehensive operational plan has not been formally presented to the Board, including impacts to employees, students, accreditation, and compliance, questions arise regarding whether appropriate governance review has occurred consistent with Board Policy 2200.

### **A Solid Plan, Not an Idea of a Plan**

At present, no comprehensive implementation blueprint has been shared that clearly defines:

- Preservation of campus-level services
- Protection of accreditation and compliance requirements
- Effects on classified job duties and classifications
- Timelines and success metrics
- Student access and equity safeguards

A concept without a detailed operational framework creates institutional and contractual risk.

### **Student Impact and Equity Concerns**

Business process changes directly affect students. For example:

- Movement toward cashless systems may create barriers for students who rely on in-person cash transactions.
- LVN and other program students currently utilize campus-based Business Offices for required payments.
- Disruption without a vetted alternative may impede program progression.
- Delayed access to necessary course materials and supplies
- Centralized purchasing may hinder campus libraries' ability to provide course textbooks and other instructional materials efficiently, potentially compromising compliance with California Ed Code Title 5 CCR § 54221 (Burden-Free Access to Instructional Materials)

Each college is individually accredited. Any reorganization must consider:

- Student access
- Service continuity
- Instructional support

- Compliance timelines

Failure to do so creates accreditation and equity risks.

### **Operational Realities**

Campus-based business staff provide localized expertise that supports:

- Purchasing and procurement
- Timely travel coordination and reimbursements
- Grants and categorical funding
- Instructional, laboratory, and safety materials acquisition
- Compliance deadlines
- Vendor coordination

If the Accounting Technician II employees are involuntarily transferred to the District Office via reorganization, many of these duties will need to be redistributed to campus-based classified professionals. The District has not demonstrated adequate prior consideration about the likely increased workload and potential for reclassification of campus classified positions.

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Centralization without collaboratively developed safeguards may compound existing inefficiencies rather than resolve them.

Institutional integrity requires collaboration, transparency, and contractual compliance.

We support thoughtful improvement of business processes.

We do not support structural change developed without participatory governance, collective bargaining compliance, and a fully articulated implementation plan.

Signers affirm their commitment to protecting:

- Student access
- Employee rights
- Contractual integrity
- Accreditation standards
- Institutional governance processes