



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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TENTATIVE AGREEMENT

April 15, 2020

Pending CCFT Ratification and Board of Trustees Approval

The San Luis Obispo County Community College District and the Cuesta College Federation of Teachers have completed negotiations of Article 15, Division Chair Selection Process of the Collective Bargaining Agreement for the 2020-2021 year. This article will be amended as follows:

ARTICLE 5.15

DIVISION CHAIR SELECTION PROCEDURE

Promotions - Within the Unit:

- 5.15 Promotional opportunities for regular faculty members include Division Chair, Coordinator, or Assistant Director of Nursing. There shall be one (1) Division Chair per Division, and five (5) Coordinators for the North County Campus. Other Coordinator positions may be established by the District as deemed necessary. A regular faculty member may request to be considered for a position within the bargaining unit that would constitute a promotion (e.g., Division Chair, or Coordinator positions within a Division or Cluster). The term of service for each position shall be four years. Division Chair and North County Campus Cluster Coordinator positions shall be held by full-time regular faculty while Assistant Directors may be temporary faculty.

Division Chair Selection Procedure

- 5.15.1 A Division Chair position shall be held by a full-time regular faculty member who has been granted tenure by the start of their term.
- 5.15.1.1 Divisions with only two eligible tenured faculty shall rotate the position of Division Chair every four years unless otherwise specified by written mutual agreement between the two faculty members.
- 5.15.1.2 In the case of a division where there are no tenured faculty members at the start of the term, any tenure-track faculty member in the division may be a candidate for Division Chair.



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- 5.15.1.3 In the case of a division where there are no tenured or tenure-track faculty members, a full-time faculty member from another division in the same cluster may run for the position of Division Chair.
- 5.15.2 The selection process for a Division Chair will begin in the fall semester of the last academic year of the incumbent Division Chair's term of office.
- 5.15.3 The appropriate Dean will send an application and a copy of the appropriate job description via email to all eligible candidates for the Division Chair position on or before September 15. Applicants will have three calendar weeks from the date of the Dean's message to complete and submit a Division Chair Application for the position to the Dean's office.
- 5.15.4 If there is only one eligible (as defined in Article 5.15.1) applicant, then that applicant becomes, by acclamation, the Division Chair. Appointments start on the upcoming July 1 for the next four-year term.
- 5.15.5 If the Dean receives two or more completed applications from eligible candidates by the deadline, the Dean will notify the applicants and division faculty and staff that multiple applications have been received and that a vote to determine the Division Chair will be held.
- 5.15.5.1 The Dean will schedule an election for the Division Chair on or before November 15 and distribute the applications to eligible voters.
 - 5.15.5.2 The election shall be by secret ballot organized through the Office of Academic Affairs. Ballots for the Division Chair position will be delivered electronically. Voters shall have 10 calendar days from the day of distribution to vote.
 - 5.15.5.3 The eligible voters are all full-time regular faculty, temporary (part-time) faculty with reassignment rights, the division/building assistant, and any other classified staff with 50% or greater positions in the division.
 - 5.15.5.4 The votes shall be tallied by the as follows: The number of full-time regular faculty ballots shall count as 60.0% of the vote total, and temporary (part-time) faculty and classified ballots shall count as 40.0% of the vote total.



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- 5.15.5.5 The faculty member with the largest vote total is awarded the position of Division Chair for a 4-year term, starting on the upcoming July 1.
- 5.15.5.6 In the case of a tie, the ballots will be retallied where full-time regular faculty ballots count as 75% of the total, and temporary (part-time) faculty and classified ballots shall count as 25.0% of the vote total. If the vote remains tied, the tie will be resolved by a coin flip held by the appropriate dean in the presence of the tied candidates.
- 5.15.6 Interim or temporary appointments to posted positions may be made in the circumstances set forth in this section.
- 5.15.6.1 If there are no applicants for the position, the appropriate Dean, in consultation with the regular faculty of the division, shall make a one-year interim appointment to the position. If this occurs, the selection procedure will be reinitiated in fall of the following academic year (5.15.2).
- 5.15.6.2 If the position is vacated permanently during a 4-year term due to illness, resignation, retirement or other cause, the appropriate Dean shall conduct a vote of the regular faculty to select an interim Division Chair (with a tied vote broken by a coin flip). A permanent selection procedure will be initiated at the beginning of the next fall semester (5.15.2). The interim Chair will serve until a replacement Chair is selected and begins a 4-year appointment as described (5.15.4).
- 5.15.6.3 If the position is vacated on a temporary basis due to a leave of absence (e.g., fellowship, illness, sabbatical), the appropriate Dean, in consultation with the regular faculty of the division, shall make a temporary appointment to the position. The interim Chair will serve until the leave is over and the elected chair returns to serve out the remainder of their 4-year term.
- 5.15.7 The Superintendent/President will present approved recommendations to the Board of Trustees.



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ACCEPTED AND AGREED TO:

Gregory Baxley

Gregory Baxley (Apr 17, 2020)

Apr 17, 2020

Greg Baxley, Ph.D.

Date

Vice President/Chief Negotiator

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

Melissa Richerson

Melissa Richerson (Apr 17, 2020)

Apr 17, 2020

Melissa Richerson

Date

Vice President Human Resources & Labor Relations

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