



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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TENTATIVE AGREEMENT

March 29, 2021

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 7.13, Evaluation of All Reassigned Time Functions of the Collective Bargaining Agreement for the 2021-2022 and 2022-2023 years. This article will be amended as follows:

ARTICLE 7.13

EVALUATION OF ALL REASSIGNED TIME FUNCTIONS

Evaluation of All Reassigned Time Functions

7.13 The appropriate Dean of Instruction manages and coordinates the evaluation of that portion of a faculty member's assignment which is designated as reassigned time in the position of Division Chair or North County Coordinator. The appropriate Director manages and coordinates the evaluation of that portion of a faculty member's assignment which is designated as reassigned time in the position of Assistant Director. The evaluation of a faculty member's reassigned time functions is separate from the evaluation of the faculty member's teaching or service duties.

7.13.1 Evaluations of four-year positions shall be conducted during the second and fifth semesters of the term of office. Evaluations of two-year positions shall be conducted during the second semester of the first year of the term.

7.13.2 The evaluation team for each position shall be composed as follows:

7.13.2.1 For Division Chair the team shall consist of the appropriate Dean of Instruction, who shall serve as chair, one full-time tenured faculty member of the division, and one classified staff member of the division.

For North County Coordinator evaluations, the team shall consist of:

1. One Dean of Instruction of a represented division, who shall serve as Evaluation Committee Chair.
2. One Dean of Student Success and Support Programs.



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3. Two Chairs of represented divisions, one selected by the Coordinator and one selected by the Evaluation Committee Chair.
4. A full-time tenured faculty member from a represented division, who is assigned to the North County Campus at least two days per week.
 - a) If no full-time faculty member of the represented divisions is assigned to the North County Campus at least two days per week, then a full-time or part-time faculty member of the represented divisions, who has taught at the North County Campus since the last evaluation of the Coordinator, may serve on the team, subject to the agreement of the Coordinator being evaluated.

7.13.2.2 For Assistant Director, the team shall consist of the Director, who shall serve as chair, the appropriate Vice President or designee, and a full-time tenured faculty member of the division.

7.13.2.3 The faculty member shall be designated by the full-time faculty of the division. If there is no full-time tenured faculty member in the division, the Dean of Instruction (or Director) shall appoint a full-time tenured faculty member from another division.

7.13.3 The evaluation shall be made on the basis of the areas set forth on the evaluation form for the respective position, a self-evaluation, as well as the following:

7.13.3.1 For Division Chair, evaluations submitted by regular and temporary faculty members of the division, evaluations submitted by classified staff members of the division, an administrative evaluation made by the Dean of Instruction.

7.13.3.2 For North County Coordinator, evaluations submitted by regular and temporary faculty who work in the divisions represented by the Coordinator, an evaluation made by the evaluating Division Chairs, and an administrative evaluation made by the Evaluation Committee Chair, and the Dean of Student Success and Support Programs.

7.13.3.3 All regular or temporary faculty within the represented divisions, who have taught at the North County Campus since the Coordinator's last evaluation, shall be invited to participate in



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the Coordinator's evaluation.

7.13.3.4 For Assistant Director, evaluations submitted by regular and temporary faculty who work in the area under the supervision of the Assistant Director, an administrative evaluation made by the Director, and an administrative evaluation made by the Vice President or designee.

7.13.4 The post-evaluation conference will review the items referenced in section 7.13.3 inclusive including commendatory statements and any concerns and/or problem areas that have been identified. In addition, there will be a discussion of suggestions for improving problem areas (if any), objectives for the next one or two years (as applicable) in the areas of professional development, management of the division or department (as outlined in the position description), leadership in program development, and areas in which suggestions for improvement have been noted.

7.13.4.1 The Dean of Instruction (or Director) shall prepare a written summary and evaluation following the post-evaluation conference. The evaluation shall include major items discussed, conclusions reached, and objectives established. A minority report may be submitted. Each member of the evaluation team shall sign either the final evaluation or the minority report. The Division Chairs, North County Campus Coordinator, or Assistant Director shall sign the evaluation and may submit a response.

7.13.4.2 If the evaluation report contains one or more ratings of needs improvement or unsatisfactory performance, the Division Chair, North County Campus Coordinator, or Assistant Director shall meet with the Dean of Instruction (or Director) and Assistant Superintendent/Vice President of Instruction to develop a plan for resolution. The evaluation cycle will be repeated in the following semester.

7.13.4.3 If, as a result of the subsequent evaluation, the conclusion of the evaluation team is that the needs improvement or unsatisfactory performance has not been resolved, a Division Chair shall be relieved of the position at the end of the current academic year. A North County Campus Coordinator, or Assistant Director shall be




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relieved of the position at the end of the semester of service.

ACCEPTED AND AGREED TO:


Heather Tucker (Mar 31, 2021 13:36 PDT)

Mar 31, 2021

Heather Tucker
Chief Negotiator
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

Date


Melissa Richerson (Mar 31, 2021 13:33 PDT)

Mar 31, 2021

Melissa Richerson
Vice President Human Resources & Labor Relations
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Date