

To: Andrea Juarez, CSEA Labor Relations Representative
From: Dena Rhoades, Interim Director, Human Resources KCCD
Date: April 20, 2021
Re: Kern Community College District initial proposal for the 2021-2024 Successor Agreement

The Kern Community College District (District) proposes the following initial proposal in compliance with Government Code section 3547, et seq.

As the current collective bargaining agreement expires June 30, 2021 and full contract re-openers are available, the Kern Community College District proposes the following modifications to the 2018-2021 Collective Bargaining Agreement.

ARTICLE SEVEN -- CLASSIFIED COMPENSATION

The District proposes a review of the current classified salary schedule and possible paths to solutions to reverse minimum wage impacts.

The District also proposes modifications, additions, and/or deletions related to employee expenses and Overtime.

ARTICLE EIGHT – FRINGE BENEFITS

2. Health and Welfare Benefits.

Review costs and develop recommendations.

Article TEN – HOLIDAYS

The District proposes to evaluate the scheduling of Holidays throughout the year.

ARTICLE -- VACATION

The District is interested in reviewing the vacation allocation schedule.

ARTICLE THIRTEEN – EMPLOYMENT POLOCIES

The District proposes modifications, edits, and/or deletions to the following sections

4 Transfer and Reassignment, modify language to enhance transfer requirements.

8 Progressive Discipline, propose language to clarify steps and discipline issues.

11. Appeal of Demotion, Suspension, and Dismissal (Revised June 16, 1994) create hearing flexibility for the Board of Trustees.

12. Layoff and Reduction in Hours.

12B1 Employees who take a voluntary demotion *in-lieu* of layoff shall be entitled to bump into a lower classification in which they held permanency in accordance with applicable Education Code provisions, ~~or into the same job family for which they hold qualifications.~~

ARTICLE SIXTEEN – GRIEVANCE PROCEDURE

The District proposes to remove the time limit loss default.

ARTICLE TWENTY – TERM

The District proposes a three (3) year term, July 1, 2021 through June 30, 2024.

The District reserves the right to amend, modify or delete any portion of this proposal during negotiations.

Thank you in advance,

Dena Rhoades, Interim Vice Chancellor Human Resources KCCD