Coast Federation of Classified Employees Coast Community College District Negotiations

Tentative Agreement (From BOT 11-16-11 Agenda)

ARTICLE 18. PROFESSIONAL DEVELOPMENT.

18.1 The District will provide classified employees the opportunity to expand their

knowledge and increase their skills through professional development activities that

promote individual growth and contribute toward achieving the mission of the District and its colleges.

A. Enrollment Fee Reimbursement for Professional Enhancement in Current Position or Personal Enrichment. The District will provide enrollment fee reimbursement of credit courses offered throughout the District.

Employees are eligible for reimbursement for one class per semester, up to two

credit courses each academic year, that are relevant to their current position,

part of a certification or degree program, or a wellness class/program, If a course

is on an employee’s professional development plan, as described in Board Policy

7854, the employee cannot use the enrollment fee reimbursement in a

manner that provides payment for the same course twice.

B. Professional Development for Purposes for Advancement. The District

will provide reimbursement for approved professional development activities.

outlined in a professional development plan that adheres to the guidelines

established in Board Policy 7854.

18.2 Eligibility. To be eligible to participate in the Professional Development Program, the ~~bargaining unit member~~ classified employee must:

A. Have completed a probationary period of employment.

B. Meet eligibility requirements as outlined in ~~each program~~ Board Policy 7854.

18.3 Professional Development Committee. The Professional Development Committee shall administer the Professional Development Program of the District as provided for under established Board policy.

18.4 Composition of the Professional Development Committee. The committee

membership shall consist of seven (7) members appointed by the Federation, according to the following formula:

1. Two (2) representatives, Coastline Community College

2. Two (2) representatives, Orange Coast College

3. Two (2) representatives, Golden West College

4. One (1) representative, District Offices

All Federation appointed representatives will serve a one (1) year term, which will be renewed at the discretion of the Federation. The committee shall elect a chairperson each year.

18.4 Procedures.

A. Procedures to be adopted shall govern the work of the

committee unless a change is mutually agreed upon by the Federation and the District at the request of the committee.

B. The procedures shall provide for lower division credits to be taken ~~with~~ through the

Colleges of the District unless the Professional Development Committee approves an exception due to special circumstances.

18.5 Funding. The District will fund the Professional Development Program for classified

employees in the amount of ~~bargaining unit members at~~ ~~fifty five thousand dollars (~~$55,000 per fiscal year. ~~Encumbered~~ Funds encumbered by the District shall be carried over to the next fiscal year.