

CCFF Executive Board Statement to Reaffirm CCFF-Faculty Senate Compact and Faculty Evaluation Procedures

WHEREAS, the Cerritos College Faculty Federation, AFT-6215 (“Union”) and the Cerritos College Faculty Senate (“Senate”) represent a faculty concerned, first and foremost, with the education of their students and the overall quality of the college at which they work; and,

WHEREAS, the Union and Senate represent a faculty united in its commitment to the principles of faculty rights, academic freedom, fair wages and working conditions, shared governance, democracy, and equity; and,

WHEREAS, the *California Educational Employment Relations Act* and *Code of Regulations, Title V*, prescribe unique yet often significantly related roles for the Union and Senate; and,

WHEREAS, it is in the best interest of the students, faculty, and college that the Union and Senate work jointly and avoid unnecessary conflict; and,

WHEREAS, that the Union and Senate have resolved since 2006 that the two shall cooperate, offer mutual support and advice, and share information, to the greatest extent permissible by law and each organization’s democratic and fiduciary duty; and,

WHEREAS, that the Union and Senate have resolved since 2006 that the Union and Senate shall each exercise good faith in all dealings with or involving the other organization; and,

WHEREAS, that the Union and Senate have resolved since 2006 that the Union and Senate shall each refrain from purposefully disparaging, injuring, or undermining the other; and,

WHEREAS, that the Union and Senate have resolved since 2006 that, on

matters primarily in the purview of the Union, the Senate shall generally defer, providing information, advice, and support where appropriate; and,

WHEREAS, that the Union and Senate have resolved since 2006 that, on matters primarily in the purview of the Senate, the Union shall generally defer, providing information, advice, and support where appropriate; and,

WHEREAS, that the Union and Senate have resolved since 2006 that, on matters significantly in the purview of both the Union and the Senate, both organizations shall work jointly, cooperatively, and prudently with the goal of developing a unified position, approach, and strategy; and,

WHEREAS, that the Union and Senate have resolved since 2006 that, under Section 3543.2(a) of the California *Educational Employment Relations Act*, procedures to be used for the evaluation of employees is within the Faculty Union Scope of Representation; and,

WHEREAS, the Collective Bargaining Agreement (“the Contract”) between the Faculty and Cerritos Community College District clearly defines the procedures to be used for the evaluation of faculty; and,

WHEREAS, the terms of the Contract regarding the procedures to be used for the evaluation of faculty have not changed since the ratification of the 2018-2021 Contract; and

WHEREAS, the intent of the Contract is that the faculty members on a given evaluation team are themselves alone responsible for their evaluation of their faculty peer; and

WHEREAS, under state law and the contract, the Union should consult with the Faculty Senate when negotiating changes to the procedures to be used for the evaluation of faculty;

THEREFORE BE IT RESOLVED that the union re-affirms its 2006 Compact with the Faculty Senate; and

THEREFORE BE IT FURTHER RESOLVED that the Union reminds all faculty and the District that the only valid procedures for the evaluation of faculty are

those described in the Contract; and

THEREFORE BE IT FURTHER RESOLVED that the Union reminds each faculty member that, when serving as evaluators, they alone are responsible for interpreting the faculty evaluation form, and for evaluating, fairly and judiciously, their peer in a given evaluation; and

THEREFORE BE IT FURTHER RESOLVED that the Union reaffirms that, in the event that the Union and/or District open negotiations over the procedures to be used for the evaluation of faculty, the Union will seek the advice and consultation of the Faculty Senate.

THEREFORE BE IT FINALLY RESOLVED that this resolution be shared with the Faculty Senate and all faculty.