

RESOLUTION IN SUPPORT OF THE FACULTY SENATE'S RIGHT TO BE CONSULTED PRIOR TO ANY ALTERATION TO THE FACULTY EVALUATION PROCESS

Whereas, AB 1725 Section 4 (v) specifically classifies faculty evaluations as a professional development activity and thus the evaluation process is included in the Faculty Senate's 10+1 purview under Title 5 Section 53200 (b);

Whereas, Education Code Section 87610.1 mandates the faculty's exclusive representative to consult with the local academic senate prior to engaging in collective bargaining on evaluation procedures;

Whereas, Education Code Section 87663 further acknowledges the bargaining unit's right to negotiate the specific contract language for the evaluation process, but only with the input of the local academic senate;

Whereas, Article 16.1.2 of the Collective Bargaining Agreement (2018-21) requires peer and management evaluation forms to be approved by the District and Union, in consultation with the Faculty Senate;

Whereas, in May 2019 a department chair-elect and a division dean, without prior approval from department faculty, sought advice from a union officer regarding the standardization of the evaluation procedures and processes;

Whereas, it is alleged the union officer mistakenly informed the department chair-elect that it was acceptable for a department to normalize the evaluation process, including defining terms (Satisfactory, Needs Improvement, Unsatisfactory) not currently defined in the Collective Bargaining Agreement, so long as the department came to a consensus; and

Whereas, it is alleged the union officer and department chair-elect, without the approval of the CCFE Executive Board or the Faculty Senate, considered the possibility of using an evaluation process developed by a department for future negotiations by the Cerritos College Faculty Federation;

Be it resolved that the Faculty Senate:

1. reaffirms activities involving changing the evaluation process, or standardizing definitions of terms found on the evaluation form, must begin in the Faculty Senate as required by law;
2. confirms the evaluation criteria outlined in Article 16 of the Collective Bargaining Agreement be the only standardized criteria used by faculty, and a department or division cannot normalize that process;
3. reminds faculty serving on evaluation teams that issues regarding the various components of the evaluation process (e.g. the composition of teaching portfolios, observations, consideration of professional growth activities, disagreements within the evaluation team, etc.) are addressed in Article 16 of the Collective Bargaining Agreement; and
4. expects all faculty, especially faculty leaders, and district managers to follow the procedure for changing the evaluation process and honor the Faculty Senate's legal right to be consulted.

Be it further resolved that a copy of this resolution be sent to all faculty, division deans, and the Cerritos College Faculty Federation.