

Additional Understandings (Definitions of Excellence)

ADDITIONAL UNDERSTANDINGS IN CONJUNCTION WITH PROPOSED CHANGES IN THE PERSONNEL PROCESSES FOR EVALUATING FACULTY

1. "Excellence"

It is agreed that the President and the President of the Stockton Federation of Teachers will jointly send to all affected employees a copy of the "Explications of Excellence in Teaching, Scholarly/Creative Activity, and Professional Service" accompanied by the following statement:

"In general, the explication of "Excellence" that is used by the Administration was shared at the negotiation 8/30/99 (see attached). The AFT officers have requested and have been granted the establishment of a Task Force (Faculty and Administration) to consult with the College on possible improvement in the language and context of the meaning of "Excellence." The Task Force will be co-chaired by a faculty and an administrator and will meet on a schedule to be mutually determined."

2. "Transition Period for Students"

The role of the students will not be part of the negotiated personnel process proposal. However, two (2) students without vote will be permitted to participate in the College-wide Personnel Committee (CPC) evaluation review process. The emphasis of the students participation will be under the criteria "Teaching."

This recommendation will be for a two (2) year transitional period with review of the student's role, after two (2) years, for renewal or modification.

3. "6136"

6136 will not be changed pending the Board of Trustees decision. If the Trustees approve the recommended changes in the personnel process, appropriate policy, process, and procedural changes will be made to 6136. The explication of "excellence" as it currently appears in 6136 will not be changed pending outcome of discussion by the anticipated task force and final decision by the Trustees.

I. EVALUATION PROCEDURE CHANGES

A complete settlement offer of a revised Faculty Evaluation Procedure and Coordinator's compensation was submitted by the college at the Negotiations table on 8/30/99. The offer includes the establishment of an All College (college wide) Faculty Review Committee. These negotiations are continuing, but not yet finished. Issues raised at the Stockton Federation of Teachers Meeting held on September 1 have been added to the discussion. These include uniform program evaluation, college wide election of representatives with nominations from within the division, and fair implementation of changes on this years evaluation cycle.

Details will be forthcoming once a tentative agreement has been drafted.

The Chart below illustrates the proposed evaluation structure.