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**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
July 22, 2022**

The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Pasadena City College Faculty Association and is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 16 (NEW)
ATHLETIC COACHES**

16.1 In addition to meeting the Required Minimum Qualifications for Faculty in California Community Colleges ~~and as stated in or as stated in the PCC Equivalency Policy and Procedure~~, all coaches shall be required to take and pass the California Community College Athletic Association (CCCAA) Compliance Exam.

16.2 All head and assistant coaches shall be paid a stipend on a monthly basis pro-rated to the length of the assignment, as provided for in Appendix ____.

16.3 As part of their assignment, all coaches are expected to perform additional working hours, which may include:

- **Breaks (spring, summer and winter), weekends, and evenings;**
- **Actively participate in scouting and recruiting program of local and regional high school student athletes; Assist current and prospective student athletes to the appropriate resource to ensure their success (i.e., admissions office, financial aid office, tutoring centers, athletic counselor);**
- **Assist in monitoring that student-athletes get grade checks completed by professors and turned in to the coaches in a timely manner;**
- **Assist in maintaining accurate records of any required physical exam documentation and injury records for the student-athletes;**
- **Assist the Athletic Trainer in the monitoring player injuries and rehabilitation;**
- **Assist with sports clinics, camps, tournaments, races and/or charity games; Coach practices according to the length of the assignment, which may include the CCCAA designated Non Traditional and/or Traditional Season(s) of Sport as provided for in Appendix ____; (referencing 16.2);**
- **Attend and participate in meetings, staff and conference meetings, state coaches' meetings, and coaching clinics; maintain membership and participate in meetings at the local and state coaches' associations.**

16.4 Head and Assistant Coaches will be evaluated annually.

16.4.1 Coaching evaluations are to be related specifically to the coaching assignment as outlined in this Article and which could fall outside of regular faculty evaluations and shall be based on those factors related to being a coach. The list of representative duties identified in 16.3 shall represent the core areas to be evaluated.

16.4.2 The evaluation shall include a written evaluation by the Athletic Director and a mutually agreed upon Coach Peer using the evaluation form (Appendix ____).

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16.4.3 A summary will be completed and submitted by the Athletic Director and reviewed with the coach prior to the end of 14th week of the Spring semester a 30-academic calendar days period of time which begins with the CCCAA determined final day of competition. A copy of the evaluation shall be shared with the coach, Athletic Director, Vice President for Instruction, and Human Resources.

16.4.4 In addition, the evaluation ~~may~~ shall include a written self-evaluation if submitted by the faculty member being evaluated. (See Appendix __.)
[NOTE: If a self-evaluation were required, when would it be due? If it wasn't submitted or not submitted on time, would it result in an automatic unsatisfactory evaluation?]

16.4.5 A faculty member who disagrees with the evaluation may submit a written response, which shall be made an attachment to the evaluation.
[NOTE: From Art. 10 – Division Chairs.]

16.4.6 Coaches receiving a less than satisfactory rating will be placed on an improvement plan with the expectation that the coach will be in satisfactory status for the remainder of their coaching assignments to retain the coaching assignment in a probationary period of one season.
~~An~~ The improvement plan will be developed by the ~~Coach and the~~ Athletic Director ~~that and~~ identifyies specific outcomes and assessments to meet the ~~joint~~ expectations in which the coach will improve in the cataeories and/or the overall evaluation that will be in the satisfactory status for a the remaining period of the ~~length of the coaching~~ assignment, as provided for in Appendix __.-(referencing 16.2). ~~After receiving the satisfactory status the coach will be removed from the probationary period. Coaches who received a less than satisfactory evaluation for two consecutive seasons and do not fulfill the agreed upon improvement plan can be denied a coaching assignment.~~

16.4.7 Coaches receiving an unsatisfactory rating will not be offered a coaching assignment the following season.

16.6 Each team shall have one head coach and up to the maximum number of assistant coaches indicated in Appendix __. Additional assistant coaches may be requested from a head coach, with a written justification to the athletic director who will need the approval of the superintendent/president.

[From MOU 10/12/2021, as modified.]

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ATTACHMENT ____

| Sport | Stipend Total | Target Size |
|--|--|--------------------|
| Badminton (1 head coach and up to 1 asst. coach) | | 9 |
| Head Coach | \$11,900.00 | |
| Asst. Coach | \$6,000.00 <u>\$10,150.00</u> | |
| Baseball (1 head coach and up to 3 asst. coaches) | | 30 |
| Head Coach | \$11,900.00 | |
| Asst. Coach A | \$10,150.00 | |
| Asst. Coach B | \$5,000.00 <u>\$10,150.00</u> | |
| Asst. Coach C | <u>\$10,150.00</u> | |
| Softball (1 head coach and up to 3 asst. coaches) | | 17 |
| Head Coach | \$11,900.00 | |
| Asst. Coach A | \$10,150.00 | |
| Asst. Coach B | \$5,000.00 <u>\$10,150.00</u> | |
| Asst. Coach C | <u>\$10,150.00</u> | |
| <i>Note: Title IX requires softball and baseball staffs and salaries to be equitable despite the gap in roster size in softball.</i> | | |
| Basketball, M (1 head coach and up to 2 asst. coaches) | | 15 |
| Head Coach | \$11,900.00 | |
| Asst. Coach A | \$10,150.00 | |
| Asst. Coach A | <u>\$10,150.00</u> | |
| Basketball, W (1 head coach and up to 2 asst. coaches) | | 15 |
| Head Coach | \$11,900.00 | |
| Asst. Coach B, 1 Asst. Coach G | \$10,150.00 | |
| Asst. Coach C | <u>\$10,150.00</u> | |
| Football (1 head coach and up to 10 asst. coaches) | | 90 |
| Head Coach | N/A | |
| Asst. Coach A- COORD. | \$12,150.00 | |

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| Asst. Coach B | \$10,150.00 | |
| Asst. Coach C | \$8,150.00 \$10,150.00 | |
| Asst. Coach D – II | \$5,136.00 \$10,150.00 | |
| Soccer, M (1 head coach and up to 2 asst. coaches) | | 25 |
| Head Coach | \$11,900.00 | |
| Asst. Coach <u>A</u> | \$10,150.00 | |
| Asst. Coach B | \$10,150.00 | |
| Soccer, W (1 head coach and up to 2 asst. coaches) | | 25 |
| Head Coach | \$11,900.00 | |
| Asst. Coach | \$10,150.00 | |
| Asst. Coach B | \$10,150.00 | |
| Volleyball, W (1 head coach and up to 2 asst. coaches) | | 15 |
| Head Coach | \$11,900.00 | |
| Asst. Coach A | \$10,150.00 | |
| Asst. Coach B | \$ 6,000.00 \$10,150.00 | |
| Swim & Dive, M/W (1 head coach and up to 23 asst. coaches) | | 23-M/16-W 18W & 18M |
| Head Coach | \$10,900.00 \$11,900.00 | |
| Asst. Coach <u>A</u> | \$ 6,000.00 \$10,150.00 | |
| Asst. Coach B | \$10,150.00 | |
| Water Polo, W (1 head coach and up to 12 asst. coach) | | 18 16 |
| Head Coach | \$ 7,500.00 \$11,900.00 | |
| Asst. Coach <u>A</u> | \$ 5,075.00 \$10,150.00 | |
| Asst. Coach B | \$10,150.00 | |
| Cross Country, M,W (1 head coach and up to 12 asst. coach) | | 20 – M/14 – W 10 W & 12 M |
| Head Coach | \$ 7,500.00 \$11,900.00 | |
| Asst. Coach <u>A</u> | \$ 5,075.00 \$10,150.00 | |
| Asst. Coach B | \$10,150.00 | |
| Trk/Fld, M/W (1 head coach and up to 34 asst. coaches) | | 40 – M/28-W 20 W & 25 M |

| | | |
|-----------------------------------|---------------------------|--|
| Head Coach | <u>\$10,00.00</u> | |
| | <u>\$11,900.00</u> | |
| Asst. Coach A XC ASST. | <u>\$ 6,000.00</u> | |
| | <u>\$10,150.00</u> | |
| Asst. Coach B | <u>\$6,000.00</u> | |
| | <u>\$10,150.00</u> | |
| <u>Asst. Coach C</u> | <u>\$10,150.00</u> | |
| <u>Asst. Coach D</u> | <u>\$10,150.00</u> | |

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Signed and entered into this _____ day of _____, 2022.

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

