COLLEGE OF THE SEQUOIAS TEACHERS ASSOCIATION,

Grievant,

vs.

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT,

Respondent.

CASE NO. CMCS ARB-13-0276

CLARIFICATION OF PROCEDURES FOR ASSIGNING HOURLY WORK

The COLLEGE OF SEQUOIAS TEACHERS ASSOCIATION ("COSTA") hereby withdraws grievance and Case No, CMCS ARB-13-02764 based on the following:

COSTA filed the above grievance on October 11, 2013, stating that the COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT ("District") violated the Master Agreement by paying “selected unit members for work they are doing as part of the District’s response to the ACCJA (sic) findings.”

This document is intended to standardize the process that will be followed when the District determines that there is work that could be accomplished by paying a unit member on an hourly basis.

1. In this event, the District will send an email to include all COSTA unit members containing a brief description of the hourly work and inviting unit members to submit a letter of interest.

2. COSTA members shall have three (3) business days to submit a letter of interest including any supporting documentation the unit member deems appropriate.

3. After reviewing any letters of interest submitted within the required time period, the District shall have the sole discretion to determine how best to accomplish the work.

4. When a unit member is selected by the District to perform hourly work for which no rate of pay is specified on the Faculty Academic Overload Salary Schedule, (Appendix C), the unit member shall be paid at the Laboratory/Activity as set forth as set forth on the Faculty Academic Overload Salary Schedule (Appendix C).

5. Fixed stipends as defined in the COSTA Master Agreement are not affected by this procedure.

6. As a result of the foregoing agreement the Association agrees to withdraw CMCS Arbitration Case ARB 13-0276.

DATED: January 26, 2015

Ed Sense, President
College of the Sequoias Teachers Association
Lisa Greer  
College of the Sequoias Teachers Association

Tom Weise  
College of the Sequoias Teachers Association

DATED: January 26, 2015

Sam Carrizosa  
Superintendent/President  
College of the Sequoias Community College District

Brent Calvin, Vice President Student Services  
College of the Sequoias Community College District

John Bratsch, Dean Human Resources/Legal Affairs  
College of the Sequoias Community College District