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**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
TO
PASADENA AREA COMMUNITY COLLEGE DISTRICT
July 7, 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~~**Coaches in all sports will be required to meet the Required Minimum Qualifications for Faculty in California Community Colleges and as stated in (2020) or as stated in the PCC Equivalency Policy and Procedure Equivalency: Any bachelor's degree and two years of professional experience, or any associates degree and six years professional experience, or the equivalent. T all coaches shall be required to take and pass the California Community College Athletic Association (CCCAA) Compliance Exam. exam. ~~Minimum qualifications will be enforced effective July 1, 2022, for the 2022-23 academic year and thereafter.~~**

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

16.3 ~~For the stipend amount listed below certificated~~ 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 and 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)~~
- ~~both traditional and non-traditional games;~~
 - ~~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~~ **by the district.**

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 and unrelated to regular faculty evaluations and shall be based on only those~~

56 factors related to being a coach. These factors shall be based on The list of
57 representative duties identified in 16.3 shall represent the core areas to be
58 evaluated.

59
60 16.4.2 The evaluation shall include a written evaluation by the Athletic Director and
61 a mutually agreed upon Coach Peer using the evaluation form (Appendix
62 _____).

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64 16.4.3 A summary will be completed and submitted by the Athletic Director and
65 reviewed with the coach prior to the end of a 30-academic calendar days
66 period of time which begins with the CCCAA determined final day of
67 competition. 14th-week of the Spring semester. A copy of the evaluation
68 shall be shared with the coach, Athletic Director, Vice President for
69 Instruction, and Human Resources.

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71 16.4.4 In addition, the evaluation may shall include a written self-evaluation if
72 submitted by the faculty member being evaluated. Coaches will be required
73 to complete a self-evaluation. (See Appendix _____A.)

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75 16.4.5 A faculty member who disagrees with the evaluation may submit a written
76 response, which shall be made an attachment to the evaluation.

77 [NOTE: From Art. 10 – Division Chairs.]

78
79 16.4.6 Coaches receiving a less than satisfactory rating will be placed in a probationary
80 period of one season. An improvement plan will be developed by the Coach and
81 the Athletic Director that identifies specific outcomes and assessments to meet the
82 joint expectations in which the coach will improve in the catagories and/or the
83 overall evaluation that will te be in the satisfactory status for a period of the
84 length of the assignment, as provided for in Appendix _____.(referencing 16.2) After
85 receiving the satisfactory status the coach will be removed from the probationary
86 period. Coaches who received a less than satisfactory evaluation for two
87 consecutive seasons and do not fulfill the agreed upon improvement plan can be
88 denied a coaching assignment.

89
90 16.4.7 After the evaluation has been completed, Coaches who received a
91 unsatisfactory for two consecutive seasons can be denied an offer of
92 the coaching assignment that was evaluated for the season.

93
94 16.6 Each team shall have one head coach and up to the maximum number of
95 assistant coaches indicated above in Appendix _____. Additional assistant coaches
96 may be requested from a head coach, with a written justification to the athletic
97 director who will need the approval of the superintendent/president.

98 [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 \$10,150.00	
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 \$10,150.00	
Asst. Coach C	\$5,000.00 \$10,150.00	
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 \$10,150.00	
Asst. Coach C	\$10,150.00	
<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 B	\$10,150.00	
Basketball, W (1 head coach and up to 2 asst. coaches)		15
Head Coach	\$11,900.00	
Asst. Coach B, 1 Asst. Coach C	\$10,150.00	
Asst. Coach C	\$10,150.00	
Football (1 head coach and up to 10 asst. coaches)		90
Head Coach	N/A	

Asst. Coach A- COORD.	\$12,150.00	
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 A	\$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 A	\$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 2 3 asst. coaches)		23-M/16-W 18W & 18M
Head Coach	\$10,900.00 \$11,900.00	
Asst. Coach A	\$ 6,000.00 \$10,150.00	
Asst. Coach B	\$ 6,000.00 \$10,150.00	
Water Polo, W (1 head coach and up to 4 2 asst. coach)		48 16
Head Coach	\$ 7,500.00 \$11,900.00	
Asst. Coach A	\$ 5,075.00 \$10,150.00	
Asst. Coach B	\$ 5,075.00 \$10,150.00	
Cross Country, M,W (1 head coach and up to 4 2 asst. coach)		20 – M/14 – W 10 W & 12 M
Head Coach	\$ 7,500.00 \$11,900.00	
Asst. Coach A	\$ 5,075.00 \$10,150.00	
Asst. Coach B	\$ 5,075.00	

	\$10,150.00	
Trk/Fld, M/W (1 head coach and up to 3 4 asst. coaches)		40 — M/28-W 20W & 25M
Head Coach	\$10,000.00 \$11,900.00	
Asst. Coach A XC ASST.	\$ 6,000.00 \$10,150.00	
Asst. Coach B	\$ 6,000.00 \$10,150.00	
Asst. Coach C	\$ 5,075.00 \$10,150.00	
Asst. Coach D	\$ 5,075.00 \$10,150.00	

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

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

