

**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
June 30, 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 (2020): 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) 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 pro-rated to 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 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 unrelated to regular faculty evaluations and shall be based on only those factors related to being a coach. These factors shall be based on the list of representative duties identified in 16.3.

16.4.2 The evaluation shall include a written evaluation by the Athletic Director using the evaluation form (Appendix _____).

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.

56 A copy of the evaluation shall be shared with the coach, Athletic Director,
57 Vice President for Instruction, and Human Resources.

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63 16.4.5 A faculty member who disagrees with the evaluation may submit a written
64 response, which shall be made an attachment to the evaluation.

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

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67 16.4.6 Coaches receiving a needs improvement rating will be placed on an
68 improvement plan with the expectation that the coach will be in
69 satisfactory status for the remainder of their coaching assignments to
70 retain the coaching assignment.

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72 16.4.7 Coaches receiving an unsatisfactory rating will not be offered a
73 coaching assignment the following season.

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75 16.6 Each team shall have one head coach and up to the maximum number of
76 assistant coaches indicated above in Appendix . Additional assistant coaches
77 may be requested from a head coach, with a written justification to the athletic
78 director who will need the approval of the superintendent/president.

79 [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	
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	
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	
<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	
Basketball, W (1 head coach and up to 2 asst. coaches)		15
Head Coach	\$11,900.00	
Asst. Coach B, 1 Asst. Geaeh G	\$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	
Asst. Coach D – II	\$5,136.00	
Soccer, M (1 head coach and up to 2 asst. coaches)		25
Head Coach	\$11,900.00	

Asst. Coach	\$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	
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	
Swim & Dive, M/W (1 head coach and up to 2 asst. coaches)		23-M/16-W
Head Coach	\$10,900.00	
Asst. Coach	\$ 6,000.00	
Water Polo, W (1 head coach and up to 1 asst. coach)		18
Head Coach	\$ 7,500.00	
Asst. Coach	\$ 5,075.00	
Cross Country, M,W (1 head coach and up to 1 asst. coach)		20 – M/14 - W
Head Coach	\$ 7,500.00	
Asst. Coach A	\$ 5,075.00	
Trk/Fld, M/W (1 head coach and up to 3 asst. coaches)		40 – M/28-W
Head Coach	\$10,000.00	
Asst. Coach A XC ASST.	\$ 6,000.00	
Asst. Coach B	\$ 6,000.00	

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

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

**Dean Worksheet for Coaching/Assistant Coach
Full and Part Time Faculty
(Included in evaluation packet to HR)**

Employee _____ Division _____

Evaluator _____ Date _____

Performance Indicators:

	Satisfactory	Needs improvement in Specific Area(s)	Unsatisfactory	Not Observed
Keeps current in discipline				
Demonstrates cooperation and sensitivity in working with colleagues and staff				
Accepts constructive criticism				
Maintains timely, adequate and appropriate records				
Observes health and safety regulations				
Attends required meetings				
Maintains office hours and is accessible to students				
Convenes class/appointments regularly and on time				
Treats students, faculty and staff with dignity and respect				
Participates in continued self-initiated professional development activities				
Contributes academically to the discipline/department/district				
Participates in special assignments, committees, projects, research and development areas as needed in the discipline/department/district				
Shares in faculty responsibilities and college governance				
Participates in SLO assessments and applies results for improvement when appropriate				

Pasadena Area Community College District
Dean Worksheet for Coaching/Assistant Coach
Full and Part Time Faculty

Employee _____ Division _____

Summary Comments:

It is suggested that the evaluator consider both strengths and suggestions for improvements.

* The Dean's Summary Comments are included in the Summary Evaluation Report.

Evaluator's Signature _____ Date _____

Employee Signature _____ Date _____

*I will submit an addendum to this report: _____ Date _____

*Addendum must be submitted within ten (10) working days after the committee chair has reviewed a copy of the report with the employee.

Appendix ____
Coaching/Assistant Coach (AD, Head Coach)
Evaluation Worksheet Full Time and Part Time Faculty

Employee _____ Division _____

Evaluator _____ Date _____

Effective and meaningful instructor-learner interaction is essential to learner motivation, intellectual commitment, and personal development.

	Satisfactory	Needs improvement in Specific Area(s)	Unsatisfactory	Not Observed
Administrator Responsibilities				
Cooperates with athletic office regarding paperwork (rosters & compliance lists) in timely manner				
Abides by all relevant Board of Education policies, administrative, IHSA, and MVC guidelines.				
Attends all relevant meetings				
Maintains and updates team and individual records.				
Supervises practice area and locker room when athletes are present.				
Establishes and maintains good rapport with faculty, administration, and coaching staff.				
Student Interactions and Leadership				
Demonstrates enthusiasm for working with student-athletes in a diverse environment				
Communicates effectively with student-athletes				
Serves as a positive role model for student-athletes				
Maintains appropriate coach/student-athlete relationship and exhibits proper behavior toward student-athletes.				

Coaching Performance Indicators

Conducts self in a professional manner at all times.				
Teaches the fundamental philosophy, skills, and knowledge essential to the sport				
Develops a well-organized practice schedule with specific objectives for each practice				
Expectations and assessments are clear and appropriate for demonstrating student learning				
Uses personnel and strategies effectively in games				
Provides effective and constructive praise and criticism				
Provides opportunities for all members of the team to participate, depending upon their ability and effort, while maintaining a competitive team				
Team's performance reflects enthusiasm, motivation, proper fundamentals, and sportsmanship				
Teaching and coaching reflects current trends in the field				

**Coaching/Assistant Coach (AD, Head Coach)
Evaluation Worksheet Full Time and Part Time Faculty**

Employee _____ Division _____

It is suggested that the evaluator consider both strengths and suggestions for improvements.

Evaluator's Signature _____ Date _____

Employee (signature): _____

Employee (print name): _____ Date _____

*I will submit an addendum to this report: _____ Date _____

*Addendum must be submitted within ten (10) working days after the committee chair has reviewed a copy of the report with the employee.

Pasadena Area Community College District

Appendix ____

Coach/Assistant Coach Stipend Time Expectations

Faculty name: _____ Date _____

Designation: ____ Part-Time ____ Probationary ____ Tenured

Supervising Manager: _____

Date assignment began: _____ Anticipated End Date: _____

Title of Assignment: _____

Total # of hours/term: _____ Weekly hours: _____

The appropriate manager will meet with the faculty member to develop and mutually agree to a list of performance expectancies relevant to this assignment and complete this form prior to the end of the second week of the fall semester.

Purpose of Assignment:

Weekly/Monthly Schedule of Activities:

Specific Objectives/Deliverables and Timeline:

Expected Measurable Outcomes:

Faculty member's signature _____ Date _____

Manager of reassigned time's Signature _____ Date _____

Manager of regular assignment's Signature _____ Date _____