

**TENTATIVE AGREEMENT
BETWEEN VICTOR VALLEY COMMUNITY COLLEGE DISTRICT
AND THE VICTOR VALLEY COLLEGE FACULTY ASSOCIATION
March 19, 2026**

This tentative agreement is entered into between the Victor Valley Community College District and the Victor Valley College Faculty Association, CTE/NEA Chapter 1169, and is made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties.

The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 340:
FACULTY PROGRAM DIRECTORS**

A. The chief instructional officer may establish new programs in consultation with the VVC Academic Senate and the Association.

B. Faculty Program Directors

1. Departments that contain disciplines which require separate mandated state, federal, or national accreditation shall establish a faculty program director for each discipline requiring accreditation. Faculty program directors shall be offered the appointment of faculty program director by the appropriate area administrator following consultation with the appropriate department chairperson.
2. Once appointed by the District, a faculty program director shall receive .20 FTEF reassigned time based on annual load. It is possible for a faculty program director to also serve as a department chair. **Due to overlapping responsibilities in cases where the faculty program director is also the department chair, the amount of the reassigned time will be .10 FTEF based on annual load and 100% of the applicable reassigned time for department chair duties set forth in Article 21.**
3. The faculty program director will report directly to the dean or other first level administrator responsible for the department. The faculty program director and department chair shall share information and work together in reporting to the manager.

C. Resignation or Removal of a Faculty Program Director

1. The faculty program director may resign at any time. Their written resignation shall be submitted to the immediate supervisor no less than fifteen (15) working days prior to the effective date of resignation, whenever practical.
2. The Superintendent/President may remove a faculty program director from their assignment for the failure or refusal to perform the normal and reasonable duties, or for any of the formal causes for discipline specified in Education Code Section 87732, provided the director has been given written notice of the reason supporting the removal and an opportunity to respond.

52
53 D. Absence of the Faculty Program Director
54

- 55 1. If the faculty program director is expected to be absent for more than fifteen (15)
56 consecutive working days, but less than one (1) semester due to illness, leave of
57 absence, or any other reason, a temporary faculty program director shall be
58 appointed by the area administrator in consultation with the department chair to
59 temporarily replace the faculty program director until the originally elected faculty
60 program director can resume their duties.
61
- 62 2. If the faculty program director is expected to be absent for more than one (1)
63 semester due to illness, leave of absence, sabbatical leave, or any other reason,
64 the position will be considered vacant and the process of a permanent appointment
65 to the position shall follow Article 40.B to permanently replace the faculty program
66 director.
67

68 E. Duties and Responsibilities
69

- 70 1. The faculty program director, under the supervision of a dean or first- level
71 administrator, is responsible for providing leadership on behalf of the department
72 to the district in collaboration with the department chair (where applicable). While
73 the faculty program director is a faculty member and does not have the authority
74 to supervise, evaluate, or discipline other faculty, the faculty program director does
75 have the responsibility to carry out policies and procedures formulated by the
76 district or program and coordinate with classified personnel within the department.
77 Additionally, the program director is responsible to report unresolved problems,
78 violations of the district's policies or procedures, or violation of any federal, state
79 and accrediting agency regulations or laws (as applicable to the program) to the
80 Vice-President of Instruction.
81
- 82 2. The faculty program director shall:
83
- 84 a. Coordinate with the department chair and discipline faculty to facilitate
85 curriculum development, review, and revision in accordance with established
86 college procedures, federal and state guidelines, and any accrediting agency's
87 requirements.
88
- 89 b. Collaborate with the department chair to facilitate new or revised programs as
90 requested by discipline(s) within their department to the Curriculum
91 Committee.
92
- 93 3. Scheduling
94
- 95 a. The faculty program director shall assist the department chair as needed in
96 recommending course offerings to include times, days, room location, method
97 of instruction, and staffing needs that fulfill program and student learning needs
98 while meeting federal and state regulations and appropriate accreditation
99 guidelines that have been forwarded to them.
100
- 101 b. The scheduling process as described in Article 12 shall apply to all full-time
102 faculty, including the department chair and faculty program director.

- c. The faculty program director may be a resource for their faculty and assist department chairs as needed.
- d. In collaboration with the department chair, the faculty program director shall consult with the dean or appropriate manager, as well as the faculty in the discipline affected, regarding adding or canceling classes after the class schedule is published and before census.
- e. The faculty program director shall upon request assist the department chair and the dean or appropriate manager in notifying instructors of course cancellations.

4. Planning and Accreditation

- a. In collaboration with the department chair, the faculty program director shall provide leadership and consult with program faculty when writing program review and master planning documents.
- b. The faculty program director is the primary contact/author for the development of the Self Study report(s) to the appropriate discipline accreditation agency(ies).

5. Budget

In collaboration with the department chair, the faculty program director shall develop and recommend to the appropriate administrator the department or program budget and initiate and recommend the purchase of equipment or materials in accordance with Program Review guidelines and AP 6200. Recommendations for purchases made with external funding shall be made by the faculty program director, in collaboration with the department chair, to ensure all federal, state and accreditation requirements are met.

6. Program Representation: The faculty program director shall attend appropriate meetings as needed, and may be an alternate at department chair meetings if the department chair cannot attend.

- a. As applicable, the faculty program director, in collaboration with the department chair, shall complete appropriate department forms, e.g. equipment purchases and forward them to the immediate supervisor.
- b. In collaboration with the department chair, the faculty program director shall communicate any facilities or equipment needs to the immediate supervisor.

7. Faculty Program directors shall observe a strict code of professional ethics in their relationship with all Victor Valley College personnel.

8. Staffing

- a. The faculty program director shall provide assistance, mentoring, and orientation to new full-time and part-time members in areas related to safety,

federal, state and accreditation requirements as applicable.

- b. The faculty program director may attend the part-time faculty orientation meetings when they are held within the 175-day academic calendar.
 - c. The faculty program director may assist in the evaluation of part-time and full-time faculty.
 - d. When a faculty program director assists in the evaluation of part-time faculty in their department (observations only), the full-time faculty member will be fully protected by the district under California Government Codes Section 815-818.9 and 825-825.6, and shall be compensated at their current hourly rate, not to exceed four hours, for every part-time faculty evaluation completed. Any part-time faculty evaluations must be completed outside of the faculty program director's classes and other contractual commitments.
9. In collaboration with the department chair, the faculty program director shall maintain accurate and appropriate records for the department and/or program, e.g., records reported to the state or accrediting agency, unless those duties are under administrative purview.

Victor Valley Community College District

Victor Valley College Faculty Association



Monica Martinez



Todd Scott



Randy Erickson (Apr 22, 2026 15:43:02 PDT)
Rex Randall Erickson, Esq.



Jennifer Fowlie



Peter Francev (Mar 19, 2026 13:20:37 PDT)
Peter Francev



Daniel Vecchio



Julia Wendt (Mar 26, 2026 11:17:39 PDT)
Julia Wendt



David Gibbs (Apr 22, 2026 15:16:59 PDT)
David Gibbs