

VICTOR VALLEY COMMUNITY COLLEGE DISTRICT
TO THE
VICTOR VALLEY COLLEGE FACULTY ASSOCIATION
July 2, 2025

The collective bargaining proposals herein by the Victor Valley Community College District to the Victor Valley College Faculty Association, CTA/NEA Chapter 1169, are made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. All components of this proposal are required to be accepted for it to take effect. If any portion of this proposal is rejected, all other portions of this proposal are deemed to have been rejected as well.

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

Article XX
Grant Collaboration, Works and Special Projects

- A. The Association and District recognize that unit members may engage in work using District funding and non-District funding that support and enhance teaching and learning at Victor Valley College. These activities are considered, temporary assignments based on the duration of the agreement(s) special assignment contract coordinated between funding source the District and unit members.
- B. All grant collaborations, works and special projects via District funding and non-District funding shall be paid as hourly, load or as a stipend based on the language in the special assignment contract. Special Assignment contracts compensated hourly or with stipends are of the agreement(s) entered into by unit members and the source of the funding, and not counted as hourly or part of load.

C. Determination of Compensation Method

The determination of whether compensation shall be provided as load, stipend, or hourly shall be based on the nature and scope of the assignment.

1. Hourly Compensation:

Assignments with a clearly defined start and end time may be compensated hourly and shall not require a job description. For example, if a faculty member is assigned to participate in a marketing event from 12:00 PM to 2:00 PM and is allocated an additional 30 minutes for setup and 30 minutes for teardown, the faculty member shall receive a three (3) hour special assignment contract. Such contracts shall have no load attached.

2. Load Compensation:

Assignments that include the provision of instructional or non-instructional services funded through a grant, and which align with existing provisions of the Collective Bargaining Agreement, such as teaching, Librarian services, and counseling shall be compensated as load. No job description shall be required in these cases. A special assignment contract specifying load compensation

shall be sufficient. For example, if a counselor is paid through a grant to provide counseling services, the counselor shall be compensated in accordance with the established load formula in the CBA.

3. Stipend-Based Compensation:

Assignments requiring discretion or professional judgment in estimating the amount of work and deliverables shall require a job description. These assignments shall be compensated via stipend, with no load and include in the job description:

- i. Stipend Amount
- ii. Duties
- iii. Estimated Number of hours required to complete the assignment

D. Grant Collaboration Job Descriptions

The Association has the right to ensure that unit members engaging in stipend-based this non-instructional work are protected by the terms of the special assignment contract. Unit members agreement(s) and shall be compensated in a timely manner by the appropriate funding source, personnel. The district shall provide any any proposed stipend-based job descriptions agreement(s) to the Association for prior review and input prior to presentation to the unit member, in order to ensure approval presented to unit members to determine equity in assignment, recruitment and compensation.

E. Grant Collaborators (from article 18)

- a. A grant collaborator is defined as a unit member who has articulated in the development of a grant proposal and/or who or will be involved in the implementation of the activities, deliverables, or services outlined in the grant.
- b. Faculty involved in the grant writing process shall have priority consideration for all non-instructional assignments related to the grant(s) they helped develop. If such faculty decline the assignment, the opportunity shall be made available to all full-time faculty. Faculty shall have five (5) working days from the date of posting to submit a letter of interest to the appropriate administrator for all stipend based assignments. The District retains the right of assignment and final determination in offering the position, including the discretion to assign the role to a qualified grant collaborator based on the needs and scope of the grant-funded work.

a. Each non-instructional grant collaborator position shall be identified in a job description which will include the duties, the estimated time frame (e.g., weeks, months, years) and the number of hours required to complete the assignment. Compensation shall be based on the current hourly/unit rate. Faculty involved in grant writing shall have priority for all non-instructional assignments related to the grants on which they have collaborated. In the event that faculty involved in the grant writing procedures decline the non-instructional assignment related to the grant on which they have collaborated, the position will be open to all full-time faculty. Faculty will have ten working days from the day the job is posted to apply

via a letter of interest to the appropriate administrator.

F. Grant Collaborations

Grant Collaborations are instructional and/or non-instructional assignments that involve a unit member's participation in the development and/or implementation of externally funded projects designed to support and enhance teaching, learning, or student services.

GF. Works

a. "Works" is defined as any intellectual property commissioned by the District as per Article 12.

H. Special Projects

Special Projects are non-instructional, temporary assignments intended to support institutional initiatives, planning, or operational goals. These may include internal initiatives, committee-driven efforts, or externally supported partnerships.

F. Ad Hoc Assignments

a. "Ad Hoc Assignments" is defined as non-instructional activities related to supporting teaching and learning and Victor Valley College and is normally a short-term activity designed to achieve a limited number of goals/deliverables.

b. Ad Hoc Assignments can originate from unit members, outside agencies, or other non-District entities. Description of duties, time frame and number of hours shall be clearly defined in any agreement and shall be posted for all unit members who are interested in applying, along with clear information regarding who will be administering the project. Unit members will have 10 days to apply for any special project work.

Victor Valley Community College District

Victor Valley College Faculty Association
