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 Red = District Change  
 Black BOLD = Moved to  
 Red+Highlight = Moved from  
 Green = agreed changes  
 Blue = SBCCDTA changes  
 Blue-strike = SBCCDTA strikes District or original language  
 Blue highlight: SBCCDTA moved (text color retained as blue, black, or red)

**SBCCD Counterproposal #1**

From  
 San Bernardino Community College District Teachers Association  
 To  
 San Bernardino Community College District

**Article 16: Evaluation Procedure  
 May 6, 2021**

A. Tenure Review Committee

1. During the academic years when one or more contract faculty members will be participating in the tenure process, a standing Tenure Review Committee shall be established at the beginning of each during the Fall semester at each college. Said Committee shall be in place no later than September 15 of the current fall semester. On both Crafton Hills College campus and San Bernardino Valley College campus, the Vice President for instruction shall be responsible for ensuring compliance with Article 16, Section F, subsection 1 which stipulates that "A standing Tenure Review Committee shall be established at the beginning of each Fall semester." The Vice Presidents of Instruction shall ensure that these committees will be in place no later than September 15.

a. Thus, each college's unit member's college's Tenure Review Committee will consist of ~~four~~ ~~five~~ ~~four~~ six (6) members.

Commented [ZKL1]: Proposed change to membership to ensure equitable representation

- One (1) Tenured faculty member\* who shall chair the Tenure Review Committee
  - Appointed by the College President
- One (1) Tenured faculty member\*
  - Appointed by the College President
- Two (2) Administrators
  - Vice President of Instruction
  - Vice President of Student Services
- One (1) Tenured faculty member
  - Appointed by the Academic Senate President
- One (1) Tenured faculty member
  - Appointed by the San Bernardino Community College District Teachers Association (SBCCDTA)

\* The two (2) tenured faculty members appointed by the College President shall consist of one (1) tenured instructional faculty member and one (1) tenured non-instructional faculty member.

b. ~~completing the fourth year of service and therefore will be recommended or not recommended for tenure. The President of the appropriate each tenure eligible faculty member's college shall appoint a Tenure Review Chair Coordinator, who shall be a tenured faculty member and who shall chair the Tenure Review Committee of that college. The College President shall also appoint one administrator to serve on~~

~~this Committee. The supervising manager of each faculty in the tenure process shall also serve on the committee as regards that faculty member.~~

~~e. The Presidents of the Academic Senates and the college representative of the Association's Collective Bargaining Unit shall each appoint one tenured faculty member to serve on the Tenure Review Committee at their college.~~

~~d. The San Bernardino Community College District Teachers Association (SBCCDTA) President shall appoint one tenured faculty member to serve on the Tenure Review Committee at each college.~~

2. ~~The Vice President for of Instruction shall report the names and positions of the members of the standing Tenure Review Committee at their college to the SBCCDTA President of the San Bernardino Community College District Teachers Association no later than September 30 of the current fall semester.~~

B. I- Tenure ~~Evaluation and Review Procedures for Tenure Candidates Only~~

1. In the San Bernardino Community College District, ~~tenure-track~~ contract faculty members will be recommended for tenure only during their fourth year of service. ~~At any time during the tenure process, the manager may recommend dismissal.~~

Commented [ZKL2]: Added for clarification throughout

~~2. 43-~~ The Vice President for Instruction shall provide the names, assignments, and year(s) of service of all probationary faculty members currently ~~in line for tenure participating in the tenure process~~ to the President of the San Bernardino Community College District Teachers Association no later than September 30 of the current fall semester.

Commented [ZKL3]: For consistency

~~3. During the first three years of a contract faculty member's service, the tenure review committee will review the portfolio and all related documents. if any of the required yearly evaluations is less than fully satisfactory, that evaluation shall be turned over to the Tenure Review Committee. (If no Tenure Review Committee has been convened that year, one will be formed for this purpose, according to the procedure described in 4 and 5 below.)~~ The Tenure Review Committee will ~~examine the all evaluations~~ be presented with all evaluations for all ~~tenure-track~~ faculty in each of their first four years of service. Any evaluation that is satisfactory without deficiencies will be submitted to the College President with a recommendation to offer the next contract. If all contract evaluations of a faculty member are satisfactory without deficiencies, the Tenure Review Committee shall recommend that individual to the President for tenure.

4. Any evaluation that is satisfactory with specific deficiencies or unsatisfactory with deficiencies in any given year shall be reviewed by the Tenure Review Committee. ~~and, in the case of faculty for whom deficiencies are cited, The Tenure Review Committee shall meet~~

confer with the affected faculty member, to and develop with that faculty member a plan for remediation.

a. If deficiencies are cited in the first, second, or third years, the Tenure Review Committee in collaboration with the supervisor, shall recommend:

i. A remediation plan (to be monitored and evaluated at the bargaining unit member's subsequent evaluation by the supervisor) that includes providing support/resources to facilitate improvement within reasonable timeframe; or

ii. That the faculty member in question be dismissed at the conclusion of the current contract.

b. If the Tenure Review Committee has any doubt about a faculty member's overall performance after the conclusion of a remediation plan ~~and/or during the first three years of contract service evaluations~~, the Tenure Review Committee shall recommend:

i. An ~~final~~ additional remediation plan to be monitored and evaluated prior to the completion of the fall semester of the contract faculty member's fourth year of service; or

ii. That the faculty member in question be dismissed at the conclusion of the ~~current year contract fourth year of service~~.

c. In the case of bargaining unit members for whom deficiencies are cited in the fourth year, in lieu of a remediation plan, the Tenure Review Committee will review the fourth-year evaluation and consider all previous contract evaluations for the determination ~~to recommend or not recommend of tenure~~.

**Commented [ZKL4]:** Collaboration with the evaluating manager since it is the manager that will be evaluating the improvement.

5. ~~3~~ All contract faculty members will be evaluated during the fall semester of the fourth year of service.

6. ~~6~~ The Tenure Review Committee shall meet in January to review the four evaluations of each faculty member being considered for tenure.

7. ~~8~~ At the conclusion of this evaluation, the Tenure Review Committee shall meet and decide on a recommendation to the College President of tenure or dismissal for the faculty member in question.

8. ~~9~~ All recommendations regarding fourth-year faculty members shall be submitted to the College President by February 15.

**Commented [ZKL5]:** For clarification/consistency

9. ~~10.~~ If the College President disagrees with a recommendation of the Tenure Review Committee, the College President and the Committee shall meet with the District Chancellor to present their differing points of view. The Chancellor shall have final authority to make a recommendation to the Board of Trustees.

~~10. 13. The Vice President for Instruction shall provide the names, assignments, and year(s) of service of all probationary faculty members currently in line for tenure to the President of the San Bernardino Community College District Teachers Association no later than September 30 of the current fall semester. MOVED ABOVE 4/30~~

Commented [ZKL6]: Moved up

11. ~~14.~~ The Tenure Review Committee, ~~en~~ at both ~~campuses~~ colleges, shall have as part of its responsibility a review of all evaluations of the probationary faculty identified in ~~item 3~~ Section G(4) above to ensure that every step of the evaluation procedure described in Article ~~XVI~~ 16 has been strictly followed. Should the review reveal any missed steps or errors in application of the Article 16 Procedures, the Association Representative on the Committee shall immediately contact the President of the Association who shall initiate the Grievance Procedure on behalf of the affected Association members.

*Sheri Lillard 5/6/2021*

Accepted for SBCCDTA by Sheri Lillard

*Kristina Hannon 5/6/2021*

Presented by SBCCD by Kristina Hannon