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**COUNTER-PROPOSAL  
FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT TO THE  
CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215**

**May 10, 2024**

This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT Local 6215 ("CCFF") is expressly made pursuant to the Education 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 34:  
ACADEMIC RANK**

**Academic rank is an honorific that is separate and distinct from the hiring or accreditation requirements for any given position, and may be granted separate from any verified minimum qualifications. The grant of Academic Rank titles shall not be have any impact to unit member placement on the Cerritos College Salary Schedule, nor be a factor in determining salary. As of July 1, 2024, the definitions and qualifications listed in 34.1 shall be used to determine Academic Rank for faculty at Cerritos College. In the event that a currently employed faculty member would be demoted in Academic Rank due to the change in definition, the faculty shall retain their original Academic Rank.**

**34.1 Academic Rank: Definitions and Qualifications**

~~34.1.1 **As of July 1, 2024, the definitions and qualifications listed in 34.1.2-6 shall be used to determine Academic Rank for faculty at Cerritos College. In the event that a currently employed faculty member would be demoted in Academic Rank due to the change in definition, the faculty shall retain their original Academic Rank.**~~

~~34.1.2 **Instructor: An Instructor shall be the title for all full-time probationary Faculty and part-time Faculty. Lecturer: Lecturer shall be the title for all temporary faculty (e.g., part time faculty and temporary full time faculty) (including part-time faculty, and full-time non-tenured and non-tenure-track faculty) at Cerritos College.**~~

~~**An instructor, upon initial employment at Cerritos College may qualify for a higher rank by virtue of previous college experience before attaining regular status.**~~

~~34.1.3 **Assistant Professor: An Assistant Professor shall be the title for all full-time tenured Faculty. Assistant Professor shall**~~

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be the title for all full-time, tenure-track (probationary) faculty upon initial employment and during the first four-years of probationary employment at Cerritos College.

34.1.4 Associate Professor: ~~An Associate Professor shall be the title of the full-time tenured Faculty who fulfills the following criteria:~~ Associate Professor shall be the title for all full-time tenured faculty who have completed the probationary process but have yet to reach the rank of Professor at Cerritos College.

- a. ~~A total of seven (7) years of full-time academic service at accredited colleges or universities, including the District; and~~
- b. ~~An earned Master's or Doctoral degree from an accredited college or university, or service in non-Master's list discipline areas, which meets all minimum qualification requirements to teach in that discipline.~~

34.1.4 Professor: A Professor shall be the title of a full-time tenured Faculty who has served a minimum of six (6) years, in good standing, subsequent to being awarded tenure at Cerritos College.

Full Time Tenured Faculty who have been granted the title of "Professor" at another accredited college or university may request the rank of Professor at Cerritos College. The rank of Professor at Cerritos College shall be granted to the applicant if the following criteria are met:

- a. Verification of the rank of Professor at another accredited college or university; and
- b. Have been awarded tenure at Cerritos College.

[Note: Aren't these the quals/procedures?]

Qualifications and procedures to obtain rank shall be recommended by the Faculty Senate and approved by the Vice President of Academic Affairs or designee.

fulfills the following criteria:

- c. Ten (10) years of full-time academic service at an accredited college or university; and
- d. Possession of one of the following:

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- ~~i. An earned Doctoral degree~~
- ~~ii. A Bachelor's degree plus ninety (90) semester college units including a Master's degree~~
- ~~iii. Service in a non-Master's list discipline area, which meets all minimum qualification requirements to teach in that discipline and a Bachelor's degree + six (6) years of vocational experience, or a Bachelor's degree + forty (40) units, including a Master's degree and four (4) years of vocational experience, or a Bachelor's degree + sixty (60) units including a Master's degree and two (2) years of vocational experience as established by the California Community College Chancellor's Office Minimum Qualifications Handbook.~~

**34.1.5** Professor Emeritus: Professor Emeritus shall be the title of a retired full-time tenured Faculty who fulfills the following criteria:

- a. achieved the title of Professor
- b. retired in good standing
- c. conferred upon a retired faculty member recommended by the Faculty Senate, approved by the Vice President of Academic Affairs, and affirmed by the Board of Trustees.

**34.1.6** For purposes of Academic Rank, "good standing" shall mean that the faculty member is still **eligible forable to seek** subsequent employment with the District. has served the District for the requisite time period during which the faculty member has received satisfactory evaluation(s), and has engaged in shared governance

138 and institutional processes, including recognized service  
139 on departmental and college-wide committees, task-  
140 forces, and working groups responsible for improving  
141 student success through academic and student-service  
142 programs and activities.

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144 34.2 Academic Rank: Procedures

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146 34.2.1 Advancement in academic rank shall be immediate  
147 and automatic upon meeting the qualifications per  
148 Article 34.1, or processed upon the request of the  
149 faculty member, and verification that the faculty  
150 member meets the qualifications per Article 34.1.  
151 The District will publish an updated form for this  
152 purpose.

153 [Note: See Art. 34.1.4 – how are we supposed to  
154 automatically confer rank based on prior  
155 employment, without being notified and  
156 processing the request?]

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158 34.2.2 ~~Any exceptions to the rank qualifications outlined in 34.1~~  
159 ~~that result in advancement to a higher rank must be~~  
160 ~~recommended by the Faculty Senate and approved by~~  
161 ~~the Vice President of Academic Affairs.~~

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163 34.2.3 ~~Upon becoming eligible for advancement to a next~~  
164 ~~higher rank, the District shall notify each Unit~~  
165 ~~member. The District shall distribute an official~~  
166 ~~listing of the academic rank designation of each~~  
167 ~~regular and contract faculty member in the annual~~  
168 ~~academic catalog. of each regular and contract~~  
169 ~~faculty member in September of each year.~~

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171 34.2.4 ~~shall notify the Vice President of Academic Affairs~~  
172 ~~that they have met the requirements for~~  
173 ~~advancement. All requests for change in academic~~  
174 ~~rank must be submitted to the Vice President of~~  
175 ~~Academic Affairs by December 1 in order to meet~~  
176 ~~catalog printing dates.~~

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178 34.2.5 ~~The grants of titles shall not be related to the~~  
179 ~~Cerritos College Salary Schedule; nor be a factor~~  
180 ~~in determining salary.~~

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182 34.2.6 When applicable, academic rank titles will be used in

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print and online publications and publicity emanating  
from the college.

For the District:

For the Cerritos College Faculty Federation  
AFT Local 6215:

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Dr. Mercedes Gutierrez  
Vice-President, Human Resources/  
Assistant Superintendent

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Dr. April Bracamontes  
CCFF/Lead Negotiator

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Dr. Lynn Wang  
CCFF President