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**TENTATIVE AGREEMENT
BY AND BETWEEN
THE COPPER MOUNTAIN COMMUNITY COLLEGE DISTRICT
AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS
COPPER MOUNTAIN COLLEGE CHAPTER 800**

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May 1, 2025

2024 - 2025 REOPENER

This 2024-2025 reopener agreement is by and between Copper Mountain Community College District (District) and the California School Employees Association and its Copper Mountain College Chapter 800 (CSEA).

**ARTICLE 20
Professional Growth and Development**

20.1 Professional Growth

20.1.1 As part of an effort to encourage unit members to seek to improve their ~~personal~~ **professional** knowledge and skills, an amount not to exceed \$10,000 shall be set aside each fiscal year for payments to qualified unit members for reimbursement under provisions of this Article **for professional growth.**

20.1.2 A Professional Growth/**Development** Committee shall be appointed consisting of three (3) unit members appointed by CSEA, and two (2) **District** supervisors, ~~classified or faculty employees~~ appointed by the District Superintendent/President or designee and the Chief Human Resources Officer. The Chief Human Resources Officer will have a non-voting role, but will have the ability to vote in the event of a tied vote.

20.1.2.1. The three (3) unit members shall be appointed by CSEA using a process CSEA determines.

20.1.2.2. The two (2) **District** supervisors, ~~classified or faculty employees~~ shall be appointed by the District Superintendent/President or designee.

20.1.2.3. The Committee shall develop and maintain a procedure to process applications by unit members for consideration under the provisions of the Article.

20.1.2.4. The Committee shall develop, ~~and~~ maintain, **and review** necessary forms, timelines, and notification processes to ensure that all eligible unit members are made aware of the opportunity to apply for consideration each term.

20.1.2.5. The Committee shall be responsible for ~~review of~~ **reviewing** all applications for **professional growth** reimbursement ~~plans~~ under ~~the~~ **this** Article, and ~~to~~ make recommendations for such **accepting or denying the application for** reimbursement.

[Moved from 20.6 below, as modified.]

20.1.2.6 **The District shall notify all applicants of its approval or denial within 10 business days of the the applicant's professional growth**

57 reimbursement plan. If there is time before the start of the term,
58 the member may reapply.

59
60 **20.12.3 Tuition Reimbursement**

61
62 **20.1.3.1** A maximum of ~~\$800~~ **\$1,600** per year per employee shall be granted
63 to eligible, qualified employees to be used for reimbursement for
64 verified costs of tuition, fees, and books, ~~and supplies~~ for approved
65 credited courses at Copper Mountain College, any other accredited
66 college or university, or approved workshops from a recognized
67 education vendor that relate to the employee's position or leads to an
68 improvement of skills related to the unit member's present position.

69
70 **20.1.3.2.1. ~~Tuition~~ Reimbursement can be applied to tuition, fees, and**
71 **books** for eligible unit members who register for approved credited
72 courses at Copper Mountain College ~~shall be waived or any other~~
73 **accredited college of university. Unit members must complete**
74 **federal and/or state financial aid applications. Financial aid and**
75 **scholarship awards will be applied first prior to applying for**
76 **reimbursement for the tuition balance remaining.** ~~The amount of~~
77 ~~the tuition waiver~~ **Reimbursement for tuition** will be included in the
78 **\$1,600** ~~\$800~~ annual total.

79
80 **20.13.4** To qualify for reimbursement of educational expenses, a unit member must
81 **meet all of the following requirements** ~~employed in a regular classification~~
82 **and:**

83
84 **a. Be ~~be~~ employed as a permanent classified employee at Copper**
85 **Mountain College;**

86
87 **ba.** Receive approval ~~of~~ **from** the Professional Growth/**Development**
88 Committee for planned courses or workshops from a recognized
89 education vendor that relate to the employees position or leads to an
90 improvement of skills related to the unit member's present position or
91 which prepares the unit member for advancement to a position with the
92 District, or prepares the unit member for a new career;

93
94 **cb.** Enroll in a class which is part of the approved plan;

95
96 **de.** Submit a transcript from the institution attended **upon** ~~evidencing~~
97 completion of the class with a grade of "C" or better, or the equivalent;

98
99 **ed.** Submit documented proof of expenses related to the completed class to
100 the Human Resources Office for reimbursement. Documentation must
101 include other funding received for the requested educational courses. The
102 committee shall consider these funds when verifying applicable costs.

103
104 **20.14.5** Unit members choosing to enroll in courses offered at Copper Mountain College
105 **or any other accredited college of university** may rearrange their work
106 schedules to attend those classes under the following conditions:

107
108 a. Prior to enrolling in the class, secure written permission from the
109 immediate supervisor and Human Resources to rearrange work hours in
110 order to be released during the time which classes meet, and to make up
111 those hours within the same week in order not to exceed ~~an eight (8) hour~~
112 **work-day normal working hours/days/weeks, using the flex-work**
113 **schedule agreed upon in Article 7.11;**

- 114
115 b. ~~Make~~ **Submit an** application to the Committee to enroll in the class;
116
117 c. Confirm enrollment and attendance in the class with the immediate
118 supervisor.
119

120 20.15.6 There shall be no limit to the number of units which an employee may take
121 during a given ~~semester~~ **term**, or year as long as they fit within the above
122 guidelines.
123

124 ~~20.6. — A Professional Growth Committee shall be appointed consisting of three (3) unit~~
125 ~~members appointed by CSEA, and two (2) supervisors, classified or faculty~~
126 ~~employees appointed by the District Superintendent/President or designee and~~
127 ~~the Chief Human Resources Officer. The Chief Human Resources Officer will~~
128 ~~have a non-voting role, but will have the ability to vote in the event of a tied vote.~~

129 ~~20.6.1. The three (3) unit members shall be appointed by CSEA using a process~~
130 ~~CSEA determines.~~

131 ~~20.6.2. The two (2) supervisors, classified or faculty employees shall be~~
132 ~~appointed by the District Superintendent/President or designee.~~

133 ~~20.6.3. The committee shall develop and maintain a process for application by~~
134 ~~unit members for consideration under the provisions of the Article.~~

135 ~~20.6.4. The Committee shall develop and maintain necessary forms, time lines,~~
136 ~~and notification process to ensure that all eligible unit members are made~~
137 ~~aware of the opportunity to apply for consideration each semester or~~
138 ~~quarter.~~

139 ~~20.6.5. The Committee shall be responsible for review of all applications for~~
140 ~~reimbursement under the Article, and to make recommendations for such~~
141 ~~reimbursement.~~

142 **[Moved to 20.2 above, as modified.]**

143
144 ~~20.6.6. The Committee shall review the process developed under 6.4 and~~
145 ~~recommend revisions in forms or process as necessary.~~

146 **[Moved to 20.1.8 below, as modified.]**

147
148 20.1.7. Annually the District and CSEA shall meet and negotiate if necessary in
149 connection with determining whether then current District finances enable full
150 funding of the cap in ~~Section~~ **Article 20.1.1**.

151
152 **20.1.8.** The Committee shall **periodically** review the ~~process~~ **procedures** developed
153 under ~~6.4~~ **20.1.2.4 above** and recommend revisions of the forms or ~~process~~
154 **procedures** as necessary.

155 **[Moved from 20.6.6 above.]**

156
157 **20.28. Professional Development**

158
159 **20.2.1** Unit members shall participate in the District All-Staff meetings. In addition, the
160 District shall schedule sixteen (16) hours per fiscal year to provide Professional
161 Development training sessions for all classified unit members **funded by the**
162 **District**. Classified in-service training may be provided on different days for
163 different departments in order to ensure equal access to professional
164 development for all unit members. Employee attendance at professional
165 development trainings will be scheduled with their supervisor. Whenever
166 possible, training will be scheduled so that departments will remain open and
167 services to students continue to be provided.
168
169
170

171 **20.2.2 Professional Conferences / Workshops / Seminars**

- 172
- 173 **A. Withdrawal of the funds requires that the conference be related to the**
- 174 **District’s mission, or the members’ current position.**
- 175
- 176 **B. The member must complete an application form prior to the professional**
- 177 **conference.**
- 178
- 179 **C. If approved by the supervising administrator or designee, the member will**
- 180 **submit the form to the Professional Growth/Development Committee for**
- 181 **approval or denial. The Professional Growth/Development Committee may**
- 182 **ask for additional information prior to approval.**
- 183
- 184 **D. The Professional Growth/Development Committee shall follow the same**
- 185 **process as stated in this Article.**
- 186
- 187 **E. If approved, the member is responsible for completing all necessary**
- 188 **paperwork for conference attendance.**
- 189
- 190 **E. Those attending a conference may be asked to present the conference**
- 191 **topic or information to the campus community, within constituency groups,**
- 192 **within a department, or to another group.**
- 193
- 194 **F. If the member cannot attend a previously approved conference, the**
- 195 **member shall notify the District as soon as possible.**
- 196
- 197

198 This tentative agreement shall be subject to ratification process per CSEA policy 610, the

199 approval of the District’s Board of Trustees and shall be become effective upon both Parties’

200 approval.

201

202

203 Copper Mountain Community College

204 District

The California School Employees Association
and its Copper Mountain College Chapter 800

206 

206 
Samuel Turley (May 27, 2025 10:59 PDT)

209 *Jenn Baker*

209 
Brittney Blakeley (May 27, 2025 13:31 PDT)

211 
Jane Kwon (Jun 2, 2025 17:00 PDT)

211 
Sara Hutson (May 27, 2025 13:34 PDT)

213 
Fawn Cambon (Jun 2, 2025 16:43 PDT)











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Final Audit Report

2025-06-03


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