



Vice Presidents

Compensation and terms of employment for the vice presidents are specified in the individual employment contracts between the vice presidents and the district. The contracts recommended to the board for ratification result from the negotiations between the vice presidents and the superintendent/president. Either party to the negotiation may be represented by third-party facilitators or negotiators, but the contract is between the district and the individual vice presidents. The contracts are signed by the individual vice presidents and the superintendent/president.

Academic Administrators

Compensation for deans and associate deans is specified in the individual employment contracts between the administrators and the district. The contracts recommended to the board for ratification result from the meet-and-confer process between the district and the MiraCosta Community College District Academic Administrators Association

Classified Employees

Compensation for the classified employees is specified in an agreement between the district and the Classified Senate. The agreement recommended by the superintendent/president to the board for ratification results from collegial negotiations between the district and the MiraCosta Community College District Classified Senate. The agreement is signed by the superintendent/president and the representatives appointed by the Classified Senate. Working conditions are contained in an employee manual that is developed by teams from the Classified Senate and the district administration. The manual is approved jointly by the Classified Senate Council and the superintendent/ president. The manual is then recommended by the superintendent/president to the board for ratification. The manual is signed by the superintendent/president and the representative(s) appointed by the Classified Senate.

All Associate Faculty

Compensation and working conditions for the associate faculty are specified in a collectively bargained agreement between the district and the MiraCosta Community College Academic Associate Faculty, CCA/CTA/NEA. The contract recommended by the superintendent/ president to the board for ratification results from the collective bargaining process. The superintendent/president appoints a chief district negotiator and the district bargaining team. The contract is signed by the superintendent/president and the representatives appointed by the association.

Student Workers and Other Temporaries Not Included Above

Compensation for other hourly workers of the district is specified in a docket item approved by the Board. The docket item recommended by the superintendent/president to the board for ratification results from a proposal developed by the Human Resources department, vetted by College Council, and reviewed and approved by the superintendent/ president. The compensation for this classification of workers is set to be competitive with competing employers and within the financial resources of the district. Working conditions for student workers are described in a handbook developed and maintained by the Career Center office. See also AP 7270-Student Workers.

See also Administrative Procedures 7270-