The District and CSEA have worked together for several years to ensure that our Deaf and Hard of Hearing students receive quality accommodation services. Since 2004, several agreements were made and executed between CSEA and the District to respond to the increasing population and needs of these students.

Over time, a variety of service delivery models have been utilized that included hiring more permanent Staff Interpreters along with the continued use of short-term Interpreters. Those service delivery models have caused excessive funding burdens on the district’s general fund as compared to other community colleges. The District and CSEA reviewed service delivery models used by other community colleges with similar populations and found that a combination of a smaller core of permanent Staff Interpreters along with flexibly-staffed short-term Interpreters offer the most cost-effective and flexible model while still providing high-level service.

This Side Letter summarizes many months of collaborative work together to come up with agreements that will allow for continued discussions as many strategies are tried and tested. The Side Letter specifically allows for the maximization of work schedules for Staff Interpreters and non-regular, non-bargaining unit Interpreters. The Agreement also addresses reorganization of the Accommodations and Interpreting department to have up to two Lead Interpreters to assist with coordination of Staff and Short-Term Interpreters and the hiring of two part-time academic year interpreters with schedules that are flexible to meet the needs of the Deaf and Hard of Hearing students.

This agreement requires periodic review of the new service model and strategies to ensure that the fiscal impact of the new model is reasonable. The goal is to significantly reduce the District’s average annual excess contribution of $2 million.
RECOMMENDATION

The President/Superintendent recommends the approval of the Side Letter/Agreement regarding interpreting services for Deaf and Hard of Hearing students.