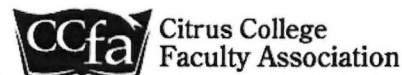


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**Article 1 – Agreement**

- No changes proposed

**Article 2 – Recognition**

- No changes proposed

**Article 3 – Association Rights**

- Improve reassigned time for Association and Senate

**Article 4 – Board’s Rights**

- No changes proposed

**Article 5 – Faculty Assignment**

- Improve LHE for instructional labs
- Clarify, modify, update, and/or improve language relevant to scheduling of classes including provisions for dual-enrollment assignment(s) at remote locations
- Improve options for working remotely

**Article 6 – Non-Discrimination**

- No changes proposed

**Article 7 – Academic Freedom and Intellectual Property**

- Add language that defines ownership of course content (including LMS/Canvas shells)
- Add language to protect unit members’ course content, LMS (Canvas) shells, and other intellectual property from unwanted intrusion and/or examination by Artificial Intelligence and other tools

**Article 8 – Salaries (and relevant appendices)**

- Improve salary overall
- Adjust dimensions (steps) of salary schedule(s) to provide more equitable compensation
- Improve oversized class pay parameters / requirements
- Enhance and make permanent early retirement notification benefit
- Provide stipends for Faculty training / development events
- Provide for compensation for unit members aiding with on-campus emergencies
- Provide compensation for unit members evaluating dual-enrollment courses/instruction

**Article 9 – Reduced Teaching Load with Full Retirement Credit**

- No changes proposed

**Article 10 – Unit-Member Benefits**

- Improve incentive for Unit Members with health benefits an outside source
- Improve incentive for Unit Members taking less-expensive benefit option(s)
- Improve post-employment benefit options
- Provide long-term care benefits for retirees

**Article 11 – Dispute Procedures**

- No changes proposed

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**Article 12 – Grievance Procedures**

- Add language to require the District to follow timelines & procedures published in Board Policies and Administrative Procedures

**Article 13 – Safety**

- Language to create, and define the faculty role in, a dedicated Campus Safety Committee
- Clarify, modify, update, and/or improve language as necessary

**Article 14 – Personnel Files**

- No changes proposed

**Article 15 – Leaves**

- Update relevant forms to remove reference to former Administrative Procedure 7209, and clarify, modify, update, and/or improve language as necessary

**Article 16 – Negotiation Procedures**

- Modify language to reference the academic and/or fiscal year with a revised start date

**Article 17 – Support of Agreement**

- No changes proposed

**Article 18 – Banking Lecture/Lab Hours**

- Move to a 1:1 banked leave ratio

**Article 19 – Duration of Contract**

- Negotiate a 3-year Agreement to replace the existing Agreement effective July 1, 2026.

**Article 20—Evaluations**

- Update all relevant forms and clarify, modify, update, and/or improve language as necessary

**Supplemental**

In addition to the foregoing, the Association would like to:

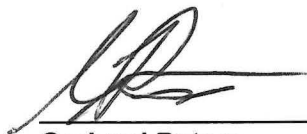
- Form a comprehensive list of all Board Policies and Administrative Procedures that are within the mandatory scope of bargaining and reference them in the Agreement
- Take the existing list of all program coordinator positions and move them to the agreement
- Negotiate a meaningful system of faculty-driven shared governance at the Division level
- Define, in the Agreement, the faculty role in forming and defending agreements with partner institutions authorized to teach Citrus College courses (i.e. Dual Enrollment)

Respectfully Submitted,



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**Dave Brown**  
Bargaining Chair  
Citrus College Faculty Association



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**Gerhard Peters**  
President  
Citrus College Faculty Association