PROPOSAL FROM THE
CITRUS COMMUNITY COLLEGE DISTRICT
TO THE
CITRUS COLLEGE FACULTY ASSOCIATION (CCFA / CCA / CTA / NEA)
December 9, 2025

The collective bargaining proposal presented herein by the Citrus Community College District to the Citrus College Faculty Association (CCFA / CCA / CTA / NEA), is expressly made pursuant to Government Code Section 3547 of the Education Employment Relations Act ("EERA") and the Collective Bargaining Agreement between the parties. It is the intention of the Citrus Community College District to bargain in good faith over the proposals submitted by the respective parties to the Collective Bargaining Agreement. All articles in the Collective Bargaining Agreement shall be deemed to remain unchanged unless otherwise expressly stated.

GLOBAL

The District intends to submit proposals that bring the appropriate dates of the agreement current, correcting grammatical and numbering errors, eliminating expired sections, and replacing or removing outdated terms.

ARTICLE 3
ASSOCIATION RIGHTS

The District expects to submit proposals that clarify and bring the language into legal compliance regarding the District's obligations regarding information to be provided to the Association; the difference between release time and reassigned time, dues deductions.

ARTICLE 4
BOARD'S RIGHTS

The District expects to submit proposals that clarify the District's obligations regarding the application and modification of board policies.

ARTICLE 5
FACULTY ASSIGNMENT

The District expects to submit proposals that clarify and update the language regarding the assignment of faculty, including non-instructional faculty such as counseling, librarians, and the college nurse, and bringing the article into legal compliance regarding assignments.

ARTICLE 6
NON-DISCRIMINATION

The District expects to submit a proposal regarding the continued necessity of this article in light of existing state and federal laws and regulations.

ARTICLE 8
SALARIES

The District intends to submit proposals that relate to economic issues in the form of total compensation and health benefits in a total compensation approach that allow it to maintain appropriate operations and attract and retain qualified personnel in a fiscally prudent manner. The District also intends to submit proposals that update and clarify compensation load and overload

and the retirement incentive.

ARTICLE 9
REDUCED TEACHING LOAD WITH FULL RETIREMENT CREDIT

The District intends to submit proposals to bring this article into conformance with the requirements of CalSTRS and CalPERS with regard to the reduced workload program.

ARTICLE 10
UNIT MEMBER BENEFITS

The District intends to submit proposals that relate to economic issues in the form of total compensation and health benefits in a total compensation approach that allow it to maintain appropriate operations and attract and retain qualified personnel in a fiscally prudent manner. The District further intends to submit proposals that clarify the health care plans and entitlements offered to faculty.

ARTICLE 11
DISPUTE PROCEDURE

The District expects to submit a proposal regarding the continued necessity of this article regarding the scope, procedures, and timelines of grievances.

ARTICLE 12
GRIEVANCE PROCEDURES

The District expects to submit proposals that clarify and modify the grievance and arbitration procedures.

ARTICLE 14
PERSONNEL FILES

The District expects to submit proposals that clarify and bring this article into legal compliance.

ARTICLE 15
LEAVES

The District intends to submit proposals that clarify the accrual and use of leaves and update it to conform to recent statutory entitlements, including the designation of immediate family members, bereavement, and reproductive loss leave and verification.

ARTICLE 20
EVALUATIONS

The District expects to propose language updating and clarifying the timelines, procedures, and forms that include all faculty and result in effective, efficient, and meaningful evaluations, as well as adding required language.