AGREEMENT

CITRUS COLLEGE FACULTY ASSOCIATION

AND

CITRUS COMMUNITY COLLEGE DISTRICT

January 1, 1998 through December 31, 2000

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ARTICLE 1 - AGREEMENT

1.1 This agreement is made and entered into by and between the Board of Trustees of the **CITRUS COMMUNITY COLLEGE DISTRICT,** whose address is 1000 West Foothill Boulevard, Glendora, California 91741-1899 (hereinafter designated as the "District" or "Board") and the **CITRUS COLLEGE FACULTY ASSOCIATION** (hereinafter referred to as the "Association"), an employee organization. The Association is a chapter of the California Teachers Association.

1.2 It is agreed that if the Association changes its legal names to the Citrus College Faculty Association/ California Teachers Association/National Education Association, this Agreement shall be applicable to and enforceable by the Association.

1.3 This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549.3 of the Government Code.

1.4 The bargaining unit and the District agree to mutually review the correct titles and document names where appropriate.

ARTICLE 2 - RECOGNITION

2.1 The Citrus Community College District hereby confirms its recognition of the Citrus College Faculty Association, which is a local chapter of the California Teachers Association and is affiliated with the National Education Association, as the exclusive representative for the following certificated unit.

2.1.1 Included: All probationary, contract, and regular classroom teachers, counselors, librarians, department chairmen, and nurses (hereinafter referred to as "Faculty" or "Unit Members").

2.1.2 Excluded: All management personnel as defined in Government Code 3540.1.

2.1.3 Others also excluded:

All casual/limited term personnel such as substitutes of any description.

2.1.3 Part-time hourly personnel.

Other personnel whose primary employment is not with the District, or who have no reasonable expectation of continuous, regular employment with the District.

District designated confidential personnel, such as Secretary to the Superintendent/President.

All classified and other non-certificated personnel.

2.2 The Association and the District agree that this represents the appropriate unit and that they will not seek by any means other than those specified below to amend or change in any way the unit described herein during the period of time this agreement is in effect. The Association and the District shall have the right to seek unit clarification by PERB proceedings on any new titles not specified in the above unit description. Nothing agreed to herein will prevent adjustments to the unit to be made upon mutual agreement of the District and the Association.

2.3 Disputes concerning this Article are not subject to the grievance provision of Article 12.

ARTICLE 3 - ASSOCIATION RIGHTS

3.1 Access

3.1.1 Authorized Association representatives shall, in accordance with the conditions noted herein, have the right of reasonable access to District facilities for the purpose of contacting unit members and transacting lawful Association business.

3.1.2 In no event shall Association business interrupt or interfere in any way with classroom teaching hours or other official college-assigned responsibilities unless approved by the District.

3.2 Distribution and Posting of Materials

3.2.1 The Association may distribute organizational literature on District property, provided it conforms to the content restrictions in Article 3.4 hereof, and does not interfere with District business. No person shall distribute literature on District property in a place or manner which distracts unit members who are performing their assigned duties. Literature may be distributed, or left for pickup in coffee rooms, faculty rooms, and in other appropriate site locations as designated by the Superintendent/President or the Superintendent/President's designee.

3.2.2 The Association shall have the right to post notices of Association concern (consistent with Articles 3.4 hereof) on bulletin boards, at least one of which shall be provided by the District in each work location in an area frequented by unit members.

3.3 Use of Mail Boxes

The Association shall have reasonable use of the college mail boxes to distribute organizational material which conforms to the content restrictions of Article 3.4 hereof. It shall provide the Superintendent/President a complete copy of all materials for faculty-wide distribution through the school mail system. Such material is to be provided at the same time as it is distributed to the faculty.

3.4 Content Restrictions

Any literature must be dated and must identify the person and organization responsible for its promulgation.

3.5 Names and Assignments

By the 4th Monday of each semester, the District shall furnish the Association, without charge, a list of the names and assignments of all unit members.

3.6 Representation Rights

The Association has the right to represent unit members in their employment relations with the District. Upon request of a unit member, the Association shall be entitled to represent such person in matters involving contemplated discipline or discharge of the unit member, or processing of an alleged grievance or dispute, and to accompany such person to review the unit member's personnel file.

3.7 Released Time

3.7.1 The President of the Association shall be granted released time of 40% of the normal classroom teaching load for the fall and spring semesters to represent the Association in meeting and negotiation sessions and for the processing of grievances.

3.7.2 Three (3) other members appointed by the Association shall be granted 20% released time of the normal classroom teaching load for one semester to represent the Association in meeting and negotiation sessions and for the processing of grievances.

3.7.3 This shall constitute "reasonable periods of released time" within the meaning of Government Code Section 3543.1 (c).

3.8 Access Rights

The Association shall have access, upon request and at reasonable times and in a reasonable manner, to all District, County, State and Federal reports that the District completes for, or receives from, the aforementioned governmental levels, and that are public record. The Association shall be responsible for reproducing copies of same at the Association's expense.

3.9.1 Dues and Service Fee

The Association and the District agree that each unit member in the bargaining unit shall contribute equally toward the cost of administration of this Agreement by the Association and for the representation of unit members in the bargaining unit by the Association.

3.9.2 By November 1 of the year covered by this Agreement, all unit members will pay the annual unified (NEA/CTA/CCFA) dues or authorize the deduction of this amount in installments from the 10 regular monthly payroll warrants. Should a unit member choose not to join the Association, a service fee equal to the unified dues will be paid by the unit member in the manner prescribed above.

3.9.3 In the event a unit member is hired after September 1 of the year covered by this agreement, the unit member will be assessed a fee prorated for the number of months remaining under this Agreement.

3.9.4 The dues deduction authorization shall be revocable upon written notice by the unit member and such revocation shall be effective commencing with the next pay period after its receipt. On a monthly basis, the District shall draw its order upon the funds of the District in favor of the Association for an amount equal to the total of the dues deductions and shall furnish to the Association a list of all unit members affected together with the amount deducted for each.

3.9.5 Should a unit member elect to revoke the dues deduction authorization, the unit member remains bound by this Agreement to pay the service fee or any fraction of the fee remaining unpaid at the time of revocation as a condition of continued employment. The Association agrees to pay to the District all legal fees and legal costs incurred by the District in the dismissal of any certificated employee pursuant to the agency fee provisions of this Agreement. The Association shall pay to the District any legal fees and legal costs incurred in defending against any court action and/or administrative action before the Public Employment Relations Board, or any other body, challenging the legality or constitutionality of the agency fee provisions of this Agreement or their implementation.

The Association shall have the exclusive right to decide and determine whether any such action or proceeding shall or shall not be compromised, resisted, defended, tried, or appealed. Prior to making such a decision, the Association shall confer with a designated representative from the District in an effort to reach mutual agreement as to whether the action or proceeding shall or shall not be compromised, resisted, defended, tried, or appealed.

3.9.6 Any unit member who is a member of a religious body whose traditions, teachings or tenets include objections to joining or financially supporting employee organizations, shall not be required to join, maintain membership in, or financially support the Association as a condition of employment; except that such unit member shall pay, in lieu of a service fee, a sum equal to such service fee to one of the following nonreligious, nonlabor organizations, charitable funds exempt from taxation under Section 501(c)(3) of Title 26 of the Internal Revenue Code:

(1) Citrus College Faculty Association Scholarship Fund
(2) Citrus College Foundation General Fund
(3) Citrus College Foundation Scholarship Fund
(4) Foundation to Assist California Teachers

One tenth of the representation fee which would have been paid will be deducted each month for ten months from that employees' pay warrant and deposited in the designated account for one of the organizations listed in this section.

3.9.7 If a unit member holds conscientious objections pursuant to this Article and requests the Association to use the grievance procedure or arbitration procedure on the unit member's behalf, the Association is authorized to charge the unit member for the reasonable cost of using such procedures.

ARTICLE 4 - BOARD'S RIGHTS

4.1 It is understood and agreed that the Board of Trustees retains all rights, powers, privileges, functions and authority to direct, manage and control the operations of the District to the full extent authorized by law, except as limited by the terms of this agreement and the Educational Employment Relations Act, California Government Code Sections 3540 et seq. and as described in the California Public Employee Relations (CPER) publication "Pocket Guide to the Educational Employment Relations Act," December 1994 (Revised Edition) published by the California Public Employee Relations Program, Institute of Industrial Relations, University of California, Berkeley, as may be subsequently revised.

4.2 It is understood that all Board Policies which fall within the scope of negotiations will not be adopted or revised without a negotiated agreement between the Board and the Association.

4.3 The parties agree that during the term of this agreement the Board shall not change any Board Policy or Administrative Regulation which is related to wages, hours of employment or other terms and conditions of employment, unless agreed to by both the Board and the Association. "Terms and conditions of employment" mean health and welfare benefits as defined by Section 53200 of the Government Code, leave, transfer and reassignment policies, safety conditions of employment, class size, procedures to be used for the evaluation of employees, organizational security pursuant to Section 3546, procedures for processing grievances pursuant to Sections 3548.5, 3548.6 and 3548.8, and the layoff of probationary certificated school district employees, pursuant to Section 44959.5 of the Education Code.

4.4 The Board agrees not to initiate any new policy which would relate to wages, hours of employment or other terms and conditions of employment without prior agreement from the Association. The Board also agrees that it will not change any Board Policy which does not currently relate to wages, hours of employment or other terms and conditions of employment so as to come under the jurisdiction of this article.

4.5 Misapplication or failure to carry out Board Policy covered by this article will be grievable under the Grievance Procedure of this Agreement.

4.6 In the event that there is a conflict between Board Policy and the Agreement, then the Agreement language shall take precedent.

ARTICLE 5 - UNIT MEMBER'S WORK YEAR

5.1 The work year for all unit members for the regular school year shall be 176 days. All unit members who are under contract other than the regular school year of 176 days shall be as follows:

5.1.1 - 10 1/2 month employees shall be responsible for an additional 10 working days to be approved by the Superintendent/President or his designee.

5.1.2 - 11 month employees shall work an additional 20 days which shall be approved by the Superintendent/President or his designee.

5.1.3 - 11 1/2 month employees shall work an additional 30 days which shall be approved by the Superintendent/President or his designee.

5.1.4 - 12 month employees shall work 40 additional days which shall be approved by the Superintendent/President or his designee.

5.2 Unit members shall not earn vacation time.

5.3 The maximum combined lecture-laboratory teaching load for a unit member shall be assigned as provided by the loading formula in Administrative Regulation 4136, Teaching Load Standards, but in no case shall exceed 32 hours per week for all classes.

5.4 Each unit member shall have five (5) student/teacher conference hours per week, consisting of at least one hour for each day a teaching unit member has an assigned class on campus, effective as of Fall, 1989 semester.

5.5 The cosmetology department teaching load shall not exceed 25 hours per week, effective as of Fall 1989 semester.

ARTICLE 6 - NON-DISCRIMINATION

6.1 The District and the Association agree to cooperate in a policy of equal opportunity for all employees. Discrimination because of race, creed, age, sex, political affiliation, lifestyle, physical handicap or Association activity is expressly prohibited.

Sexual harassment shall be considered discrimination under this Article.

Disciplinary action will be taken against employees and supervisors who engage in any activity prohibited under this Article.

The District agrees to take corrective action to ensure that such practices are remedied and that such discrimination does not continue. Reprisal against a grievant or witness for a grievant is prohibited.

Allegations of discrimination are not subject to the provisions of Article 12 of this agreement, entitled, "Grievance Procedure." Any charges of discrimination by a unit member will be adjudicated through the appropriate governmental agency.

ARTICLE 7 - ACADEMIC FREEDOM

7.1 The unit member shall have the academic freedom to seek the truth and guarantee freedom of learning to the students.

ARTICLE 8 - SALARIES

8.1 Faculty Salary Schedule - General Guidelines

8.1.1 Salaries of individual faculty members will be established in accordance with the salary schedule and all the provisions governing its use.

8.1.2 Units counted toward advancement on the salary schedule must be graduate units earned at an institution accredited by one of the regional associations such as, Western Association of Schools and Colleges. Undergraduate units which have been given prior approval by the Vice President may also be counted toward advancement. Graduate units earned at foreign colleges or universities must be approved in advance by the Vice President.

8.1.3 Unit members who plan to advance from one salary classification to another must notify the Personnel Office prior to July 1 of the year in which advancement is to become effective. The salary will not be changed until all units claimed for the change are officially verified. A change will not be made in salary advancement due to the accumulation of units any later than six weeks after the start of their work year.

8.1.4 It is the responsibility of the individual to notify the Personnel Office of any error in placement on the salary schedule.

8.1.5 Each faculty member shall be granted one increment on the salary schedule for each year of satisfactory service until the maximum number of increments is reached. Satisfactory service shall be defined as having received "satisfactory" on the latest evaluation (See Board Policy on Tenure and Evaluation).

8.1.6 Whenever, for any cause, the work of a unit member is adjudged unsatisfactory, class or step increments may be withheld until improvement is effected.

8.1.7 In moving from any salary class to another, a teacher may not advance more than one step each year.

8.1.8 Unit members shall make satisfactory professional growth in order to advance on the salary schedule. Evaluation shall be made in accordance with Administrative Regulation 4131. Unit Members who do not meet satisfactory professional growth shall be given one year in which to show improvement. Failure to make satisfactory improvement after notification shall result in no salary advancement.

8.1.9 Effective July 1, 1985, the District agrees to the request to reinstate the class differential on the salary schedule to 6.4% of Class I, Step I, and the step differential to 5.8% of Class I, Step 1.

8.1.10 The District will continue to pay all unit members with an earned doctorate degree an additional 6.4% of Class I, Step 1. The doctorate shall be earned at an institution accredited by one of the regional associations.

8.1.11 When unit members reach Class IV, Step 14, on the salary schedule, they become eligible, subject to recommendation of the Superintendent/President, to receive five (5) anniversary increments for professional growth (5.8% of Class I, Step 1). The first anniversary increment will be granted after the individual has been on Class IV, Step 14, for a period of four (4) years (18th Step). The other four anniversary increments will be spaced four (4) years apart and will be granted on the 22nd, 26th, 30th, and 34th Steps. (For clarification purposes, the first anniversary increment received is considered that person's 18th step on Class IV.)

8.2 **Salary Schedules**

8.2.1 Appendix A, 1998 Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), plus 2%, effective January 1, 1998 and by reference will be a part of this agreement.

Appendix A, 1999 Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), plus 2% (contingent upon an audited ending balance of $1.5 million as of June 30, 1998), effective January 1, 1999 and by reference will be a part of this agreement.

Appendix A, 2000 Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), effective January 1, 2000 and by reference will be part of this agreement.

8.2.2 Appendix B, 1998 Adjunct Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), plus 2% effective January 1, 1998 and by reference will be a part of this agreement.

Appendix B, 1999 Adjunct Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), plus 2% (contingent upon an audited ending balance of $1.5 million as of June 30, 1998), effective January 1, 1999 and by reference will be a part of this agreement.

Appendix B, 2000 Adjunct Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), effective January 1, 2000 and by reference will be part of this agreement.

8.2.3 Appendix C, 1998 Summer School Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), plus 2% effective January 1, 1998 and by reference will be a part of this agreement.

Appendix C, 1999 Summer School Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community Colleges Chancellor's Office), plus 2% (contingent upon an audited ending balance of $1.5 million as of June 30, 1998), effective January 1, 1999 and by reference will be a part of this agreement.

Appendix C, 2000 Summer School Faculty Salary Schedule will reflect an increase equal to COLA (Cost of Living Adjustment as determined and released by the State Department of Finance and the California Community College Chancellor's Office), effective January 1, 2000 and by reference will be part of this agreement.

8.2.4 **Citrus College Leadership Program**

A leadership program for full-time faculty is established to encourage

professional growth and includes opportunities for full-time faculty to gain experience in administrative work (general and instruction/student services) and extra-curricular activities (the performing arts and athletics). The program is outlined, including compensation, in a flyer on file in the Office of Human Resources (title CITRUS COLLEGE LEADERSHIP PROGRAM FOR FULL-TIME FACULTY).

8.3 Definition of Salary Class

8.3.1 Class I

8.3.1.1 LIFE Credential OR Minimum Qualifications as defined by Education Code Sections 87355 and 87356.

8.3.2 Class II

8.3.2.1 Master's Degree including 40 semester units beyond Bachelor's Degree.

8.3.3 Class III

8.3.3.1 Master's Degree including 60 semester units beyond Bachelor's Degree.

8.3.4 Class IV

8.3.4.1 Master's Degree including 80 semester units beyond Bachelor's Degree.

8.3.4.2 The structure of 1989-90 faculty schedule will be maintained for those current vocational instructors who have been moving on the "vocational track" until such time as they can be transferred to the current salary schedule, as a result of increased education, without decreasing their annual salary.

8.3.5 Definition of 1989-90 Vocational Salary Classes are as follows:

8.3.5.1 Class I

8.3.5.1.1 Vocational Unclear Credential

8.3.5.2 Class II

8.3.5.2.1 Vocational Clear Credential plus 60 semester units

8.3.5.3 Class III

8.3.5.3.1 Bachelor's Degree or 120 Semester Units Including a B.V.E. Evaluation

8.3.5.4 Class IV

8.3.5.4.1 Master's Degree

8.4 Definition of Approved Work Experience

(Applies to all unit members and all classes)

8.4.1 All work experience and the number of semester units of credit granted must be approved by the Department Chairman and the appropriate Vice President of Instruction before the work is undertaken. A maximum of one unit of work experience may be given for a 40-hour work week.

8.4.2 No more than 16 units of work experience credit may be applied toward salary advancement.

8.5 Pay Schedule for Department Chairmen

8.5.1 Regular Day

8.5.1.1 The base pay for all Department Chairmen shall be 9.4% of Class I, Step 1 on the Faculty Salary Schedule for the first four full-time faculty supervised including the Department Chairman.

8.5.1.2 An amount equal to 1/2% of Class I, Step 1 on the Faculty Salary Schedule shall be added to the Chairmen's base pay for each full-time unit member over four. For unit members who teach in more than one department, this amount will be prorated to the appropriate chairmen.

8.5.1.3 Up to one-fifth (1/5th) of the Department Chairmen's teaching load may be assigned to other departmental duties subject to the approval of the appropriate Vice President of Instruction and the Superintendent/President.

8.5.2 Adjunct Faculty

For each part-time teacher (excluding full-time teachers) 1/4% of Class 1, Step 1 per semester will be paid to each Department Chairman for coordinating and supervising the adjunct program and evaluating adjunct instructors. This compensation will be a part of the chairman's regular monthly paycheck.

8.5.3 Departments

The following departments are established at Citrus College:
Behavioral Sciences
Biological Sciences
Business/Computing & Information Systems
Cosmetology
Counseling
Fine Arts
Foreign Languages
Health Occupations
Health, Physical Education and Athletics
Language Arts
Mathematics
Transportation Technology
Music
Physical Science and Engineering
Public Services
Social Sciences

8.6 Hourly Rate

8.6.1 Hourly Counselor/Adjunct Faculty

Hourly rate for all adjunct faculty shall be set at 1/1000th of Step 1, Class I, of the Faculty Salary Schedule.

8.6.2 Discontinued Classes for Adjunct Faculty

Adjunct faculty who have classes cancelled because of inadequate enrollment shall receive 1/1000th of Step 1, Class I of the Faculty Salary Schedule for each hour the class has met.

8.6.3 Direct Deposit

The District shall pay the administrative costs associated with direct deposit of pay warrants to all participating financial institutions for all unit members who elect to subscribe to such service. The District shall not be responsible for errors or missed deadlines which might occur between the Los Angeles County Office of Education and the employee's financial institution. If an error occurs, the District will assist the employee in getting the direct deposit error corrected.

ARTICLE 9 - REDUCED TEACHING LOAD WITH FULL RETIREMENT CREDIT

9.1 The Board may permit full-time unit members to reduce their workload from full-time to part-time and have their retirement benefits based upon full-time employment. Following are the rules and regulations for the implementation of the optional reduced load program with full retirement credit.

9.2 To be eligible to start the optional reduced load program, the unit member must be fifty-five (55) years of age before the beginning of the academic year (September 1) in which the reduction in workload starts.

9.3 The option of reduced load shall be exercised upon mutual agreement of both the District and the unit member. Once the option is exercised, it is not revocable unless agreed to by the Board.

9.4 The unit member must have been employed full-time (100%) as a certificated employee of the District for at least ten (10) years prior to the request for reduced load.

9.5 Except for the reduction in salary, corresponding to the reduced load, the District will provide the reduced-load employee the same benefits provided a regular full-time (100%) certificated employee.

9.6 The District and the unit member shall agree to make contributions to the State Teachers' Retirement System equal to the amount required of a full-time (100%) instructor.

9.7 A unit member on the optional reduced load program, upon mutual agreement with the District, as a minimum shall work:

- 100% the first semester and zero the second semester; or
- 50% each semester; or
- any assignment that will average 50% or more for two semesters of the college year.

9.8 By mutual agreement of the college and a unit member, the optional reduced load program may be increased or decreased within the Education Code limitations.

9.9 If a unit member has been granted sabbatical leave within the five (5) years immediately preceding the request for the optional reduced load, the sabbatical year will be counted as full-time (100%) employment only if the unit member and the District paid into the retirement system the contributions necessary to bring the total contributions for the sabbatical year to 100% coverage.

9.10 Unit members who participate in this program will retain all full-time tenure rights but shall not have the option of returning to a full-time teaching position unless so agreed upon by the Board.

9.11 An applicant for the optional reduced load program shall inform the Superintendent/President of the intention to make application for the optional reduced load program no later than February 1st for the following college year.

ARTICLE 10 - UNIT MEMBER BENEFITS

10.1 The unit member benefit package shall include mandatory medical, dental, vision, and prescription insurance for those who do not have coverage by another source. New unit members shall select a program and process required documents for unit member benefits within thirty (30) days of their date of employment or such benefits may be lost until the next available open enrollment period. It is the District's responsibility to inform the new employee of the available options. Unit member benefit monies remaining after selection of options may be used for other programs available through District payroll deduction except as restricted in Article 10.2.

10.1.1 The District shall contribute for the current contract enough to fund the 1994-95 coverage for unit members and their dependents for Blue Shield and Kaiser medical insurance. The District shall provide monies for the same dental and vision coverage as in the 1994-95 contract.

Changes in the agreement between the District and the District's medical provider that increase current benefits or clarify language, but do not decrease the level of current coverage, will be deemed accepted by the employee association and the District. Representatives of the bargaining units will be provided with the language changes. The District will not assume the responsibility for any decrease in the level of coverage initiated by the provider after agreement is reached on the fringe benefit package.

10.1.2 All tax shelter amounts previously created through use of excess Kaiser allotments shall be maintained at no more than the 1981-82 level, except as indicated in Article 10.2.

10.2 Single coverage payment to Kaiser will no longer be made mandatory for those who have coverage elsewhere, and these released funds shall be apportioned as follows: 20 percent to the affected unit member's other programs and 80 percent to the District insurance programs.

10.3 The unit member benefit package shall include mandatory selection of one of the following options, funded by the District.

Option 1:	Blue Shield Medical Blue Shield Dental $50,000 Life Vision Other Programs
Option 2.A:	Kaiser Medical (Employee only) Blue Shield Dental $50,000 Life Vision Other Programs
Option 2.B:	80% to District 20% Other Programs Blue Shield Dental $50,000 Life Vision Other Programs
Option 3:	Kaiser Medical (Two Party) Blue Shield Dental $50,000 Life Vision Other Programs
Option 4:	Kaiser Medical (Family) Blue Shield Dental $50,000 Life Vision Other Programs

10.3.1 The District shall provide each unit member term life insurance with a face value of $50,000 paid for by the District.

10.4 Each unit member shall be entitled to use, without qualification, three (3) days of regular sick leave as unspecified personal necessity leave with reasonable notice (three working days) to the appropriate Vice President of Instruction.

10.5 Any unit member who holds an elected office in a statewide educational organization will be granted released time to fulfill the duties of that office. The unit member's salary shall be reduced to that percentage of a full load that the unit member teaches. In order that the unit member receive full salary and benefits, the statewide organization shall be responsible to reimburse the District for the salary and benefits in proportion to the released time. Benefits shall include, but are not limited to, unit member benefits as defined in Article 10, retirement, unemployment insurance, workers compensation and social security costs.

10.6 The District shall provide medical, dental, vision, and prescription coverage for retired unit members, their spouses, and dependent children enrolled at time of retirement which are the same as those provided to active unit members. This benefit shall be available to unit members retiring after reaching their fifty-fifth (55) birthday or retiring under the disability provisions of the State Teachers Retirement System provided said unit member has at least ten (10) consecutive years of service to the District. The coverage provided shall be coordinated with Medicare Parts A and B for those unit members who are eligible. A Board approved leave shall constitute a year of service for the purpose of computing eligibility for this benefit. A Board approved leave shall not constitute a break in consecutive service for the purpose of computing eligibility for this benefit.

10.6.1 To be eligible to retire with District paid medical, dental, vision, and prescription insurance, the unit member must submit a letter of retirement to the Superintendent/President, along with an "Application for Retirement with District Paid Medical, Dental, Vision and Prescription Insurance" sixty (60) days prior to date of retirement.

10.6.2 A unit member whose work assignment is for more than 60% of a regular assignment and meets the qualifications stated above shall be eligible for the pro rata share of the fully paid medical, dental, vision, and prescription insurance. Unit members who retire after being on reduced load with full retirement benefits (Article 9) who qualify under 10.6 shall receive the same paid retiree benefits as full-time unit members who retire.

10.6.3 District paid medical, dental, vision, and prescription insurance for retirees shall become effective on the first of the month following the month of retirement, but not before the first month after the unit member's 55th birthday, and shall continue until the end of the month in which the unit member reaches age 67, provided said unit member has at least ten (10) consecutive years of service to the district prior to retirement. For each additional ten (10) consecutive years of service to the district the unit member will receive one (1) more year of District-paid medical, dental, vision, and prescription insurance up to a maximum of two (2).

Years of Consecutive Service	Benefits Paid to Age
10	67
20	68
30	69

A Board approved leave shall not constitute a break in consecutive service for the purpose of computing eligibility for this benefit. Unit members shall be allowed to pay their own, their spouse's, and their dependent children's membership fees and continue on the District's medical, dental, vision and prescription plans after reaching 67, 68 or 69 years of age, whichever applies.

10.6.4 The District will pay $2,000 as a bonus to a unit member (after the unit member's 55th birthday, providing said unit member has at least ten (10) consecutive years of service to the District prior to retirement) if said unit member submits a letter submitting his or her retirement letter by September 30 of the last year of service.

10.6.5 If a unit member is eligible for the District-paid medical benefits, and also qualifies at age 65 for Medicare Benefits, the unit member may choose to have the District pay $40.00 per month, for life, for Part B Medicare only, in lieu of the District-paid medical benefits described above.

ARTICLE 11 - DISPUTE PROCEDURE

11.1 Definitions

11.1.1 A "dispute" is a claim by a unit member that there is a conflict other than a grievance as defined in Article 12.

11.1.2 "Academic year" is the period commencing with September 1, and ending with June 30.

11.2 Purpose

11.2.1 The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to disputes.

11.2.2 Both parties agree that these proceedings shall be kept as informal as may be appropriate at any level of the procedure.

11.2.3 A disputant may request that the Association represent him/her but nothing contained herein will be construed as limiting the right of any unit member having a dispute to discuss the matter informally with any appropriate member of the administration, and to have the dispute adjusted without intervention of the Association, provided that such adjustment is not inconsistent with the terms of this Agreement, and that the Association has been given a copy of the dispute and the proposed resolution and has been given an opportunity to respond.

11.2.4 Since it is important that disputes be processed as rapidly as possible, the time limits specified at each level should be considered to be maximums and every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement.

11.2.5 In the event that harm to a unit member could result if: (1) a dispute is filed at such a time that it cannot be processed through all the steps in this dispute procedure by the end of the academic year and/or (2) a dispute becomes unresolved until the beginning of the following year; the time limits set forth herein may be reduced so that the procedure can be completed prior to the end of the academic year, or as soon thereafter as may be agreeable to the disputant and the District.

11.3 Procedure

11.3.1 Level One

A unit member shall first discuss the dispute with the appropriate Department Chairman, Dean, and Vice President in that order, either individually or with the Association's designated representative with the objective of resolving the matter informally. Should the unit member not have a Department Chairman or Dean, the unit member shall begin the procedure with the Vice President.

11.3.2 Level Two

If within fourteen (14) calendar days following the informal discussion provided at Level One the unit member is not satisfied with the disposition of the dispute, the unit member may file the dispute in writing with the Superintendent/President of the College or the Superintendent/President's designee and also may file the dispute with the President of the Association or the President's designee. If said dispute is not filed within the specified fourteen (14) calendar days, it shall not be subject to further consideration and shall be deemed settled on the basis of the decision last made at Level One.

11.3.3 Within fourteen (14) calendar days after receipt of the written dispute by the Superintendent/President of the College or the Superintendent/President's designee, the Superintendent/President or the Superintendent/President's designee shall meet with the unit member and, if requested by the disputant, the President of the Association or the President's designee in an effort to resolve the dispute. The decision, including stating reasons for said decision, of the Superintendent/President, or the Superintendent/President's designee, shall be presented to the disputant and the President of the Association in writing within seven (7) calendar days following the meeting at Level Two.

11.4 Rights of Unit Members to Representation

11.4.1 No reprisals of any kind shall be taken by the Board, the Superintendent/President of the College, or by any member or representative of the administration of the College against any unit member with a dispute, any member of the Association, or any other participant in the dispute procedure by reason of such participation.

11.4.2 The disputant may represent himself/herself at all stages of this procedure, and if requested by the disputant, he/she may be represented by the President of the Association or the President's designee.

11.5 Miscellaneous

11.5.1 If a dispute arises from action or inactions by the Superintendent/President, the disputant shall submit such dispute in writing directly to the Superintendent/President of the College, the President of the Board, and the Association. The processing of such a dispute shall commence at Level Two.

11.5.2 Dispute meetings normally will be scheduled by the District so as not to conflict with classroom duties. However, if the meeting is expected to be of such duration that it would extend beyond the normal business hours of the District's central office, the District shall provide released time with no loss of pay to the disputant, witnesses, and, if requested, the President of the Association or the President' s designee so that the session can be accommodated within such business hours. This shall constitute "reasonable periods of release time" within the meaning of Government Code 3543.1(c).

11.5.3 In order to encourage a professional and harmonious disposition of unit members' complaints, it is agreed that from the time a dispute is filed until it is processed, neither the disputant nor the Association nor the District shall make public either the dispute or evidence regarding the dispute.

11.5.4 All procedural documents, communications, and records dealing with the processing of a dispute will be filed in a separate dispute file and will not be kept in the personnel file of any of the participants. With the approval of the Superintendent/President of the College or the Superintendent/President's designee, the file may be opened, but only in the presence of the Association President or the President's designee, except that the disputant may examine the disputant's file at any time.

11.5.5 Forms for filing disputes, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be prepared by the Superintendent/President of the College or the Superintendent/President's designee.

ARTICLE 12 - GRIEVANCE PROCEDURE

12.1 Definitions

12.1.1 A "grievance" is a claim by a unit member that there has been a violation, misapplication or misinterpretation of any of the provisions of this Agreement.

12.1.2 "Academic year" is the period commencing with August 1, and ending with May 31.

12.1.3 An "aggrieved person" or "grievant" is the unit member(s) adversely affected or the Association; however, the Association may only grieve the rights of the Association.

12.2 Purpose

12.2.1 The purposes of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances.

12.2.2 Both parties agree that these proceedings will be kept as informal as may be appropriate at any level of the procedure.

12.2.3 The aggrieved person(s) may request that the Association represent them, but nothing contained herein will be construed as limiting the right of any unit member having a grievance to discuss the matter informally with any appropriate member of the administration, and to have the grievance adjusted without intervention of the Association, provided that such adjustment is not inconsistent with the terms of the Agreement and that the Association has been given a copy of the grievance and the proposed resolution, and has been given an opportunity to file a response.

12.2.4 Since it is important that grievances be processed as rapidly as possible, the time limits specified at each level should be considered to be maximum and every effort should be made to expedite the process. However, the time limits may be extended by mutual agreement.

12.2.5 If a grievance is not processed by the grievant and/or the Association in accordance with the time limits set forth in this Agreement, it shall not be subject to further arbitration and shall be considered settled on the basis of the decision last made by the District. If the District fails to respond to the grievance within the time limit specified at each level, the failure to respond shall be deemed a denial of the grievance and termination of the level involved, and the grievant may proceed to the next step.

12.2.6 In the event a grievance is filed at such a time that it cannot be processed through all of the steps within this grievance procedure by the end of the academic year and, if left unresolved until the beginning of the following academic year, and if this delay could result in harm to an aggrieved person, the time limits set forth herein will be reduced so that the procedure may be completed prior to the end of the academic year, or as soon thereafter as may be agreeable to the grievant and the District.

12.3 Procedure

12.3.1 Level One

An aggrieved person will first discuss the grievance with the appropriate Dean and Vice President in that order, either individually or with the Associations designated grievance representative with the objective of resolving the matter informally. Should the aggrieved person not have a Dean, the aggrieved shall begin the procedure with the Vice President.

12.3.2 Level Two

If the aggrieved person is not satisfied with the disposition of the grievance at Level One, the aggrieved person may file the grievance in writing with the Superintendent/President of the College or his/her designees, and optionally with the President of the Associations or the President's designee, within fourteen (14) calendar days following the informal discussion provided at Level One.

12.3.3 Within fourteen (14) calendar days after receipt of the written grievance by the Superintendent/President of the College, or the Superintendent/President's designee, the Superintendent/President of the College or the Superintendent/President's designee will meet with the aggrieved person, and if requested by the grievant, the President of the Association or the President's designee, in an effort to resolve the grievance. The decision, including stated reasons for said decision, of the college Superintendent/President or the Superintendent/President's designee, shall be presented to the grievant and the President of the Association in writing within seven (7) calendar days following the meeting at Level Two.

12.3.4 Level Three

If the aggrieved person is not satisfied with the disposition of the grievance at Level Two, or if no written decision has been rendered within seven (7) calendar days following the Level Two meeting with the Superintendent/President of the College or the Superintendent/President's designee, the President of the Association or the President's designee may, within an additional ten (10) calendar days, request in writing to the Superintendent/President or the Superintendent/President's designee, that the grievance be submitted to arbitration. If any question arises as to the arbitrability of the grievance, such question shall be ruled upon by an arbitrator as a separate process prior to the hearing on the merits.

12.3.5 Submission to arbitration shall be made to the American Arbitration Association. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator and the arbitrator shall proceed under the Voluntary Labor Arbitration Rules of said Association.

12.3.6 As soon as possible and in any event not later than fourteen (14) calendar days after the District receives the written notice of the aggrieved person's desire to arbitrate, the parties shall attempt to agree upon an arbitrator. If no agreement is reached within said fourteen (14)

12.3.6 calendar days, an arbitrator shall be selected from a list of seven (7) arbitrators supplied by the American Arbitration Association by alternate striking of names until one name remains. The party who strikes the first name shall be determined by lot. If the arbitrator selected will not be available for the hearing within a reasonable period of time, not exceeding sixty (60) calendar days, the parties shall proceed to select another arbitrator from the above list.

12.3.7 If the District claims that a grievance should be dismissed because it falls outside the scope of the procedure, or was filed or processed in an untimely manner, or that the grievance has become moot, or that a party has breached the confidentiality provisions, then such a claim shall, at the option of the District, be heard and ruled upon by an arbitrator prior to any hearing on the merits of the grievance, with a suitable stay/continuance between such a ruling and any further proceedings which the arbitrator deems necessary. If the District should choose to refuse to arbitrate a grievance, nothing in this Article shall preclude the aggrieved person from seeking, through appropriate administrative or judicial proceedings, to compel the District to proceed to arbitration.

12.3.8 The arbitration shall have no power to alter, amend, change, add to, or subtract from any of the terms of this Agreement, but shall determine only whether or not there has been a violation of this Agreement in the respect alleged in the grievance. The decision of the arbitrator shall be based solely upon the evidence and arguments presented to him by the respective parties in the presence of each other and upon arguments presented in briefs.

12.3.9 The arbitrator may hear and determine only one grievance at a time unless the District and the grievant(s) expressly agree otherwise. However, both parties will in good faith endeavor to handle in an expeditious and convenient manner cases which involve the same or similar facts and issues.

12.4 Arbitrator's Decision

12.4.1 The arbitrator's decision will be in writing and will set forth all findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any recommendation which requires the commission of act prohibited by law or which violates the terms of this Agreement. However, it is agreed that the arbitrator is empowered to include in the arbitrator's decision such financial reimbursement or other remedies as is judged to be proper. The decision of the arbitrator will be submitted to the Board, the Superintendent/President of the College, the grievant, and the Association.

12.4.2 The decision of the arbitrator within the limits herein prescribed shall be final and binding upon all parties to this contract.

12.4.3 All fees and expenses of the arbitrator shall be shared equally by the parties. Each party shall bear the expenses of the presentation of its own case.

12.5 Rights of Unit Members to Representation

12.5.1 No reprisals of any kind will be taken by the Board, the Superintendent/President of the College, or by any member or representative of the administration of the College, against any aggrieved person, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

12.5.2 The aggrieved person may be represented at all stages of the grievance by the grievant, and if requested by the grievant, the President of the Association or the President's designee.

12.6 Miscellaneous

12.6.1 If a grievance arises from action or inaction by the Superintendent/President, the aggrieved person shall submit each grievance in writing directly to the Superintendent/President of the College, the President or Chairperson of the Board, and may optionally notify the Association. The processing of such grievance shall be commenced at Level Two.

12.6.2 Time limits provided in each level shall begin at the expiration of the previous time limit or the day following receipt of written decision by the parties in interest.

12.6.3 Grievance meetings normally will be scheduled by the District so as not to conflict with classroom duties. However, if the meeting is expected to be of such duration that it would extend beyond the normal business hours of the District's central office, the District shall provide released time with no loss of pay to the grievant, witnesses, and if requested, the President of the Association or the Presents designee, so that the session can be accommodated within such business hours. This shall constitute "reasonable periods of released time" within the meaning of Government Code 3543.1(c).

12.6.4 In order to encourage a professional and harmonious disposition of unit member's grievances, it is agreed that from the time a grievance is filed until it is processed through arbitration, or decided to the mutual satisfaction of the grievant and the district, neither party shall make public either the grievance or evidence regarding the grievance.

12.6.5 All procedural documents, communications and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the personnel file of any of the participants. With approval of the Superintendent/President of the College or the Superintendent/President's designee, the file may be opened, but only in the presence of the Association's President or the President's designee, except that the grievant may examine the grievant's file at any time.

12.6.6 Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be prepared by the Superintendent/President of the College or the Superintendent/President's designee.

ARTICLE 13 - SAFETY

13.1 The District shall provide as safe conditions as reasonably possible for the safety of the unit members while they are on college facilities and using those facilities provided for the purpose of carrying out their assigned responsibilities.

13.2 The District shall provide, publish, and post rules for safety and the prevention of accidents, provide protective devices where they are required for the safety of the unit member, and provide suitable and safe equipment where such equipment is necessary for the conduct of the educational program and the operation of the College. Prior to the implementation of any change in safety rules and regulations, the District shall consult with the Safety Committee.

13.3 Unit members are encouraged to submit written recommendations on the appropriate District form to the immediate supervisor or the Safety Committee regarding the maintenance of safe working conditions, facilities and equipment, repairs and modifications, and other practices designed to insure compliance with appropriate safety standards.

13.4 Unit members shall be responsible for observing all District safety rules.

ARTICLE 14 - PERSONNEL FILES

14.1 The District shall not base any adverse action against a unit member upon materials which are not contained in the unit member's personnel file.

14.2 There shall be only one personnel file for each unit member. The Superintendent/President or the Superintendent/President's designee and the unit member shall have full access to the file, except that the unit member shall not be shown any document submitted in confidence prior to his/her employment in any position at the College. A representative of the Association shall have access to said file with the unit member's written non-continuing authorization. A log shall be kept in each unit member's personnel file indicating the name of each person inspecting the file and the date of said inspection, except routine clerical transactions.

14.3 The information in the personnel file shall not be released to anyone other than the authorized persons listed above except as provided by law, nor shall copies of any documents in said file be made without the unit member's written non-continuing consent or as required by law. Any material placed in a unit member's personnel file must be signed and dated by the originator/author and a copy identified as going into the file shall be given to the unit member prior to the original being placed in said file.

14.4 A unit member shall have the right to file an answer to any material submitted for inclusion in his/her file and such answer shall be attached to the file copy. A unit member who alleges that information in his/her file is false, erroneous, or to his/her detriment, shall have the right to file a grievance for the purpose of having such information rectified or expunged.

14.5 A unit member shall have the right to place in the file such material as he/she determines may have a bearing on his position as a unit member.

14.6 Upon mutual consent of the unit member and the Superintendent/President, negative or derogatory material in a unit member's personnel file shall be destroyed after remaining in the file for a period of two years.

ARTICLE 15 - EXTRA DUTY ASSIGNMENTS

15.1 Qualified unit members shall have first priority on all paid extra duty assignments which are vacant and for which the unit member qualifies.

ARTICLE 16 - NEGOTIATION PROCEDURES

16.1 On or before September 1st of the calendar year in which this Agreement expires, the Board or its representative shall begin to negotiate in good faith with the exclusive representative on negotiable items. Any Agreement reached between the Board and the exclusive representative shall be in writing and signed by them.

16.2 A vote on the proposed Agreement shall occur at the next regularly scheduled meeting of each party, or at a special meeting called for that purpose within thirty (30) calendar days after authorized representatives of both parties present the proposed contract to their respective groups, whichever comes first. In no case shall either party be required to hold such a vote until seven (7) calendar days have elapsed after the signing of the Agreement unless they so desire. The ratification shall be by majority vote, both by the Board and the exclusive representative.

ARTICLE 17 - SUPPORT OF AGREEMENT

17.1 The District and the Association agree that it is to their mutual benefit to encourage the resolution of differences by meeting and negotiating. Therefore, it is agreed that the district and the Association will support the terms of the Agreement and will in no way participate in public activities to change the specific terms. This in no way precludes either party from participating in those activities deemed necessary by the parties to plan and prepare for future agreements between the parties. There shall be no strike by the Association or lock out by the District for the duration of this Agreement, nor shall the unit members participate in any concerted activities against the Citrus College District that may be instituted by other units or organizations on the Citrus College campus.

ARTICLE 18 - BANKING LECTURE/LAB HOURS

The District will establish the following procedures presented for banking lecture/laboratory hours beyond the contract:

CITRUS COMMUNITY COLLEGE DISTRICT L.L.H.*
PROCEDURES FOR BANKING BEYOND CONTRACT
APPLICABLE TO CONTRACT ASSOCIATION FACULTY (FULL-TIME)

18.1 A faculty member wishing to bank credit hours must have approval of the appropriate Vice President, followed by completion of a banking application form. If a replacement is necessary, the ability to participate in banking leave for semester leave purposes is contingent upon the assignment being filled by part-time staff. Participation in the banking program is contingent upon the Vice President's certification that the program will not be jeopardized by the absence of the faculty member. After the request to bank LLH has been approved by the appropriate Vice President, the form is sent to the Personnel Office, where the official records on banked LLH are kept.

18.2 The banking application must indicate when the faculty member plans to use the banked LLH; either on a partial basis or on a semester leave.

18.3 The application must be approved by the appropriate Vice President. Only LLH earned on a beyond contract basis during the 176 day contract year may be considered for banking. If the date of use is unknown, the instructor must receive approval from the appropriate Vice President at least one year prior to the use of banked LLH. Exceptions may occur by mutual agreement.

18.4 No more than 6/5 of regular semester assignment can be banked. LLH will be banked and used at a ratio of six to five. Up to 8 hours of overload per semester can be considered for banking purposes.

18.5 If the original approved plan is interrupted in any way, the instructor must submit a revised plan to the appropriate Vice President for approval.

***Lecture/Laboratory Hours**

18.6 Banked LLH must be accumulated before the instructor can be granted released time. At the time the faculty member is ready to take banked leave, he will send a request by memo to the appropriate Vice President, where the instructor's load and banked LLH balance is verified. Then the memo with certification is forwarded to Personnel for submission to the Board for approval.

18.7 If the faculty member decides not to take the leave, he/she shall be paid for the LLH at the part-time salary rate in effect at the time the hours were banked. When the faculty member selects to take pay for LLH in lieu of leave, he/she will submit a memo through the appropriate Vice President to Personnel where the faculty member's banked LLH balance and amount due is verified. Fiscal Services will pay the faculty member the amount due from information provided by the board docket item.

18.8 If banked LLH are not used by the end of the seventh year after the banking of credit hours begin, the faculty member shall be paid for the LLH at the part-time salary rate in effect at the time the hours were banked.

18.9 The money the faculty member would have earned had he/she not banked the class will be held as a liability against the district until the banking contract is fulfilled. In the event that the banking contract is not fulfilled, the money will be surrendered to the faculty member or his or her estate at the part-time rate in effect at the time the hours were banked. No interest will be paid on the banked LLH.

18.10 There are no restrictions on the use of the released time; it may be used for professional or personal reasons.

18.11 Banking leave shall count toward retirement and be considered as regular service to the District for purposes of advancement on the salary schedule. **The time on leave will not count toward sabbatical eligibility.**

18.12 The waived LLH will be reflected on the load report and payroll prepared by the Personnel Office.

18.13 At the end of every fiscal year, the Personnel Office will send Fiscal Services a report of banked LLH for the year which included NAME, SOC. SEC. #, SERVICE DATES LLH and LLH RATE. Fiscal Services will create a special account in which to bank the required funds to cover the banked LLH.

18.14 At time of payment to a faculty member (or his/her part-time replacement if the faculty member elects to take leave), a budget transfer form shall be submitted to Fiscal Services transferring appropriate funds to the master 1320 account (A28).1

BANKING LEAVE SUMMARY

Full-time contract faculty members may request a leave of absence based on participation in the LLH Banking Program. Full-time faculty members may request to be allowed to teach beyond contract for the purpose of participating in the LLH Banking Program. "LLH Banking" will be an option available to faculty members at Citrus College in lieu of payment. When a full-time faculty member teachers beyond his/her regular teaching contract, he/she can choose either to bank the extra LLH or to be paid for them at the current part-time salary rate. A faculty member may utilize banked LLH to be released from a portion of their contractual obligation. If a replacement is necessary, the assignment must be one that is replaceable by part-time staff. LLH will be banked and used at the ratio of six to five (i.e., 18 LLH would need to be banked to qualify for one 15 LLH semester off at full pay). The maximum duration of a full-time release will be one semester. There are no restrictions on the use of the released time; it may be used for professional or personal reasons. The accumulated banked hours and the resulting time off have no affect on fringe benefits. The time on leave will not count toward sabbatical eligibility. There is no expressed or implied guarantee that extra pay classes are available for "banking" in any given semester.

ARTICLE 19 - DURATION OF THE CONTRACT

19.1 The term of this Agreement shall be from January 1, 1998 through December 31, 2000, with no reopeners, and shall continue from year to year thereafter unless one of the parties notifies the other party by September 1 of their desire to terminate the contract.

19.1.1 In the event the President's Health Care Program is instituted during the term of this contract, Article 10 will immediately be re-negotiated.

APPROVED

By Edward Ortell
President, Board of Trustees
Citrus Community College District

Date 12-2-97

By
Chief Negotiator for Board of Trustees
Citrus Community College District

Date 12-2-97

By
President
Citrus College Faculty Association

Date 12-4-97

By
Chief Negotiator
Citrus College Faculty Association

Date 3 Dec 97

Approved by Citrus College
Board of Trustees

Date: 12-2-97

Ratified by Citrus College
Faculty Association

Date: 5/24/97