

**Initial Bargaining Proposal—Fall 2022  
Statement of Interests**

**Article 1 – Agreement**

- No changes proposed.

**Article 2 – Recognition**

- No changes proposed.

**Article 3 – Association Rights.** The CCFA would like to:

- Clarify language regarding information to be provided the Association.

**Article 4 – Board’s Rights**

- No changes proposed.

**Article 5 – Faculty Assignment.** The CCFA would like to:

- Improve LHE for instructional labs.
- Provide for voluntary load-balancing over Summer & Winter Intersessions.
- Improve reassigned time for Faculty coaches and head-coaches.
- Provide for compensation for Faculty aiding with on-campus emergencies.
- Clarify, modify, update, and/or improve language relevant to scheduling of classes.
- Add language codifying parameters for assignment of online classes.
- Add language to provide Unit members the ability to complete some portion of their assignment remotely.

**Article 6 – Non-Discrimination**

- No changes proposed.

**Article 7 – Academic Freedom and Intellectual Property.** The CCFA would like to:

- Add language that defines ownership of course content.

**Article 8 – Salaries (and relevant appendices).** The CCFA would like to:

- Improve salary overall.
- Improve salary column-advancement requirements.
- Improve Overload and Intersession compensation.
- Adjust construct / dimensions of salary schedule(s).
- Offer 12-paycheck option for regular salary for all Unit Members.
- Improve oversized class pay parameters / requirements.
- Enhance and make permanent early retirement notification benefit.
- Provide stipends for Faculty training / development events.

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

- No changes proposed.

**Article 10 – Unit-Member Benefits.** The CCFA would like to:

- Improve compensation for Unit Members with health benefits an outside source.
- Improve incentive / compensation for Unit Members taking less-expensive benefit option(s).
- Improve retiree health-benefit options.
- Provide long-term care benefits for retirees.
- Create a Faculty Emeritus status for retired Unit Members.

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**Article 11 – Dispute Procedures**

- No changes proposed.

**Article 12 – Grievance Procedures**

- No changes proposed.

**Article 13 – Safety**

- No changes proposed.

**Article 14 – Personnel Files**

- No changes proposed.

**Article 15 – Leaves.** The CCFA would like to:

- Update relevant forms and move into Agreement as appendices.

**Article 16 – Negotiation Procedures**

- No changes proposed.

**Article 17 – Support of Agreement**

- No changes proposed.

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

- No changes proposed.

**Article 19 – Duration of Contract.** The CCFA would like to:

- Negotiate a 3-year Agreement to replace the existing Agreement effective January 1, 2023.

**Article 20—Evaluations.** The CCFA would like to:

- Clarify, modify, update, and/or improve language relevant to Online Education evaluations.

**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.

Respectfully Submitted,

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

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**Dr. Senya Lubisich**  
President  
Citrus College Faculty Association