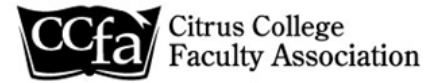


**Successor Contract Tentative Agreement**  
**January 1, 2024 – June 30, 2026**  
**Summary of Changes**



**Date:** 30 November 2023

**To:** All Full-Time Faculty Bargaining Unit Members

**From:** CCFA Bargaining Team

Dear Colleagues:

The following represents a summary of changes to the Contract that have been tentatively agreed to by the Citrus College Faculty Association and the Citrus Community College District. Only those articles with changes are mentioned here. All other articles remain unchanged. For full details, please refer to the full tentative agreement. The specific contract area modified will be numerated herein for reference.

### **Article 3—Association Rights**

Minor change to language to reflect additional bargaining unit information to be provided to the Association. (3.4.1)

### **Article 5—Faculty Assignment**

Many changes. Some are minor, others are significant. Including:

- References to “Classroom Faculty” changed to “Instructional Faculty” and references to “Non-Instructional Faculty” changed to “Faculty in Student Services and Student Support Services.” (5.1 – 5.5)
- All Faculty in Student Services and Student Support Services shall be afforded the right to schedule up to 25% of their weekly workload providing services from a remote location. (5.4.1)
- Non-Credit courses that are designated as Career Development and College Preparation (CDCP) will available to be taught full-time faculty and loaded/compensated the same as credit courses. (5.6.1.2)
- Health Sciences clinical laboratory assignments now have their own descriptor—still weighted at 0.85 LHE. (5.6.3.4)
- An increase in Faculty head-coach reassigned time from 4.5 LHE to 7.5 LHE per year. (5.6.7.1)
- New “Schedule Development” provisions requiring input from Faculty before schedules are published. (5.6.8.1 – 5.6.8.6)
- New provisions in Assignment of Classes, including:
  - No pre-set limit to Online Education. Schedules may consist of any combination of Online Education and in-person provided **some** portion of Faculty schedules is in-person. (5.6.9.2)
  - District must meet with Unit Members to discuss best option(s) **before** changes to schedules are made. (5.6.9.7)
  - Cancelled classes result in a requirement District and Faculty work together to develop a replacement assignment. (5.6.9.8)
  - Removal of “mutual agreement” provision. (5.6.9.7)
- New Intersession provisions, including:
  - New max of 12 LHE in the Intersessions before VP approval needed. (5.6.10.1)
  - Requirement for input from Faculty in schedule development. (5.6.10.2)
  - Ability for District to deny Intersession assignment to Faculty having received an “unsatisfactory” evaluation or a Notice of Unsatisfactory or Unprofessional Service. (5.6.10.5)
  - New requirement District meet with Faculty to determine best option before cancelling intersession classes. (5.6.10.6)
  - Underload and load balancing may now include consideration of Intersessions. (5.6.11.1)
- References to Deans & Directors where applicable throughout.

**Successor Contract Tentative Agreement**  
**January 1, 2024 – June 30, 2026**  
**Summary of Changes**

**Article 8—Salaries**

- Clarity on salary advancement utilizing undergraduate units. Such units must be a) beyond minimum qualifications, and b) approved by appropriate vice president and Executive Director of Human Resources. (8.1.2)
- Increase on previous experience for initial salary placement from five years to six—new max of step 7 vs step 6. (8.1.11)
- Maintenance of Salary MOU provisions, **including 5% across-the-board increase effective July 1, 2024, and 2% increase July 1, 2025.** (8.2.1)
- Adjustment of salary schedule parameters effective July 1, 2024 compressing steps 1-4 resulting in new hires being able to start at higher initial salary. This will also result in all derivative salaries tied to Column 1, Step 1, including Column 5 and the Administrative Leadership/Non-Teaching Rate, to increase. (8.1.2 and page 29)
- Adjustment of salary schedule parameters effective July 1, 2025 compressing Column 4 & 5, steps 29 – 35 to steps 29 & 30 using salary amounts from original steps 32 & 35, respectively. Net result, reduction in time to highest earnable salary from 35 years to 30 years. (8.1.2 and page 30)
- Increase of multiplier used to derive Overload and Intersession salary schedules from 0.0185 to 0.025 of corresponding rate on full-time salary schedule per LHE. **Net increase of approximately 35% to Overload and Intersession compensation.** (8.2.5.1)
- Definition of salary classes clarifying ability to use graduate and/or undergraduate units beyond minimum qualifications to advance salary classes. (8.3.2 – 8.3.4 and pp. 29 & 30)

**Article 19—Duration of Contract**

- Effective dates from January 1, 2023 – June 30, 2026. (19.1)
- Formation of workgroup to examine inclusion of DEIA criteria in all employee evaluations. (19.2)
- Reconvening of District Benefits Committee. (19.3)
- Formation of workgroup to examine assignment of non-credit classes. (19.4)

**Article 20—Evaluations**

- Strengthening of language from “should” to “shall” throughout.
- Requirement for Regular Faculty to have one faculty member from their subject area or a closely related discipline. (20.5)
- New provisions for Online Education evaluation reviewers and self-evaluation form inclusion. (20.6)

Please review the text of the Tentative Agreement for specific language.

Respectfully,

-Dave Brown (chair)

-Stephanie Yee

-Jesus Gutierrez

**CCFA Bargaining Team**