

**CITRUS COMMUNITY COLLEGE DISTRICT
INITIAL PROPOSAL
FOR A SUCCESSOR AGREEMENT
WITH THE CITRUS COLLEGE FACULTY ASSOCIATION
Fall 2022**

The following initial proposal for a new successor collective bargaining agreement is submitted in response to the Association's demand to negotiate concerning salary and the District's invitation to negotiate a new collective bargaining agreement in recognition of changes to the state budget and to respond to new teaching/learning challenges and opportunities that have developed during the COVID-19 pandemic.

The following proposal identifies articles and sections of the current agreement the District proposes to add to or modify. This proposal identifies the article and section to be addressed leaving the detail of language to be discussed during negotiations; all other articles of the contract to remain as set forth in the current contract.

Article 1 – Agreement

- No changes proposed.

Article 2 – Recognition

- No changes proposed.

Article 3 – Association Rights

- No changes proposed.

Article 4 – Board's Rights

- No changes proposed.

Article 5 - Faculty Assignment

1. Section 5.6.9, *Assignment of Classes*: Add and/or modify language to provide for an improved process for the scheduling of classes and the impact on a unit member's assignment.
2. Section 5.6.9, *Assignment of Classes*: Add language setting forth the assignment of online classes.

Article 6 – Non-Discrimination

- No changes proposed.

Article 7 – Academic Freedom and Intellectual Property

- No changes proposed.

Article 8 - Salaries

1. The District is prepared to discuss salary schedule increases as a part of an overall discussion taking into consideration the total compensation paid to faculty. This

total compensation takes into consideration step and column movement, STRS contributions, health benefits (health, dental, and vision), life insurance, and all other statutory contributions.

Article 9 – Reduced Teaching Load With Full Retirement Credit

- No changes proposed.

Article 10- Unit Health Benefits

1. The District is prepared to enter into discussions with the Association concerning any proposed amendments as offered by the Association.

Article 11 – Dispute Procedure

- 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

- No changes proposed.

Article 16 – Negotiation Procedures

- No changes proposed.

Article 17 – Support of Agreement

- No changes proposed.

Article 18 – Overload Banking

- No changes proposed.

Article 19 - Duration of Contract

1. The District proposes a three-year contract with no reopeners.

Article 20 - Evaluations

1. Section 20.6, *Special Provisions for Faculty Teaching Online Education*: Review current evaluation provisions for online courses and adjust to reflect current structure of online classes.
 2. Review current evaluation process to determine if additional language is needed to implement any Diversity, Equity, Inclusion and Accessibility as required pursuant to Title 5 regulations.
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For Robert's email:

Dear Senya and Dave,

After meeting with you last week and listening to your suggestions, we have continued to think about options that could help our teams move forward and begin the negotiations process in accordance with our AP 2610.

As the District prepares to work together with CCFA in negotiations to begin during the Fall 2022 semester for a successor collective bargaining agreement, the District is willing and prepared to treat Article 8 – Salaries as the first item to be discussed.

Please let us know if this could allow us to move forward together and place an item on the upcoming Board of Trustees agenda that would include the initial proposals for negotiations.

Sincerely,