

## **Summary of Tentative Agreement between the Citrus Community College District and the Citrus College Faculty Association**

**Article 1- Agreement:** No changes.

**Article 2- Recognition:** No changes.

**Article 3- Association Rights:** The following changes were made:

Section 3.4- added a list of information to be provided to the Association concerning unit members.

Section 3.8- language modified to reflect voluntary membership in the Association.

**Article 4- Board's Rights:** No changes.

**Article 5- Faculty Assignment:** The following changes were made:

Section 5.1- language added to clarify that convocation, flex day and commencement are required working days.

Section 5.6- language added to clarify that class hours are determined by the course outline of record. One (1) Lecture Hour Equivalent modified from 17.5 to 18 class hours. Added an LHE factor of .85. Effective with the fall 2023 semester, all laboratory classes with a designated .67 LHE will be changed to .75 LHE.

Additional language expressing current practice that assistant athletic directors are assigned to an eleven (11) month contract.

Language added stating current practice of permitting unit members to be considered for class assignments outside of their division prior to adjunct assignments.

Section 5.8- new language with respect to the assignment of counselors. The language defines the basic work year for counselors as the fall and spring semester plus two weeks prior to the fall semester and one week prior to the spring semester. Days to be assigned Monday through Friday for a weekly assignment of 30 hours. Language added to reflect counselor's teaching on load and during the winter and summer intersessions.

**Article 6- Non-Discrimination:** No changes.

**Article 7- Academic Freedom/Intellectual Property:** Added administrative procedure 3715 as an appendix.

## **Article 8- Salaries:**

Section 8.2.1 The following language was added to the agreement:

Effective January 1, 2021, a two percent (2%) off-schedule payment will be paid to each unit member based on the unit member's placement on the regular salary schedule and shall be paid to unit members as part of their regular pay. This payment shall end as of December 31, 2023.

Effective June 1, 2021, but payable by September 2021, each faculty member will receive a one-time payment of \$2,200.

In June 2022, each faculty member will receive a one-time payment of \$2,200.

In June 2023, each faculty member will receive a one-time payment of \$2,200.

Section 8.8: The following was added to the agreement:

A retirement incentive augmentation of \$2,500 will be paid to any faculty member who retires at the end of the 2020-2021, 2021-2022 or 2022-2023 academic years. This augmentation is in addition to the bonus as set forth in the paragraph above.

**Article 9- Reduced Teaching:** No changes.

## **Article 10- Benefits:**

Language changes were made throughout the article to clarify existing benefit provisions.

**Article 11- Dispute Procedure:** No changes.

**Article 12- Grievance Procedure:** The following changes were made:

Section 12.3.3- Added a mediation step to the grievance process.

Section 12.5- deleted language concerning individual unit members representing themselves are being represented by their own legal counsel in an arbitration proceeding.

**Article 13- Safety:** No changes.

**Article 14- Personnel Files:** No changes.

**Article 15- Leaves:** The following changes were made:

Section 15.1- overload sick leave to be considered part of a unit member's regular sick leave balance and overload sick leave will be charged first when sick leave is taken.

Section 15.2- added additional reasons for personal necessity leave and personal necessity leave limitations do not apply during the winter and summer intersessions.

Section 15.5- added "any period of incapacity due to pregnancy or prenatal care" to the definition of Family Medical Leave.

15.7- parental leave is charged to regular sick leave and then extended sick leave but paid at no less than 50% of salary once an employee uses all full paid sick leave.

15.12- the District will provide unit members each fall and spring semester with an accounting of accumulated sick leave including intersession leave, personal necessity days and overload leave.

**Article 16- Negotiation Procedures:** No changes.

**Article 17- Support of Agreement:** No changes.

**Article 18- Overload Banking:** No changes.

**Article 19- Duration:** The following changes were made:

19.1- The term of the agreement is from January 1, 2021 through December 31, 2023

**Article 20- Evaluations:** The following changes were made:

20.7- added Instruction Student Evaluation form and Online/Hybrid Instruction Student Evaluation form.