

November 30, 2020

To: All Full-Time Faculty

From: Dave Brown
Bargaining Chair, Citrus College Faculty Association

Re: District’s Last, Best, and Final contract offer

Summary of Effective Changes¹

Contract Article	Summary	Reference
Article 1: Agreement	No Changes	N/A
Article 2: Recognition	No Changes	N/A
Article 3: Association Rights	Addition of language requiring District to provide Association with Bargaining Unit Members’ information as required by AB-119.	3.4
	Elimination of “Agency Fee” provision(s) as required following Janus vs. AFSCME. (SCOTUS, 6/27/2018)	3.8 (all)
	Addition of dues-deduction language.	
Article 4: Board’s Rights	No Changes	N/A
Article 5: Faculty Assignment	Addition of Competency-Based Laboratory descriptor weighted at 0.85 LHE.	5.6.2.3
	Elimination of 0.667 LHE Laboratory descriptor effective Fall 2023.	5.6.5
	Net reduction from 35 to 30 scheduled hours per week for Librarians, the College Nurse, and Lab Supervisors.	5.5.4.1
	Language to contractually defend Assistant Athletic Director positions as 11-month.	5.6.7.3
	Complete overhaul of calendar construction and scheduling for Counseling Faculty. <ul style="list-style-type: none"> • Reduction from 44 weeks obligation to the District to 35 • Flexibility on weekly schedules from Monday – Friday • Any work outside of Fall/Spring “Assignment Period” to be voluntary 	5.8 (all)
Article 6: Non-Discrimination	No Changes	N/A

Article 7: Academic Freedom and Intellectual Property	Inclusion of AP 3715 as Contract appendix.	7.2.1
Article 8: Salaries	2% increase to full-time Faculty salary schedule, Overload and Intersession salary schedules, and hourly rates effective January 1, 2021. No increases in 2022, 2023. 2% increase expires with the contract.	8.2.1 8.2.4 8.2.5 8.4.1
Article 9: Reduced Teaching Load with Full Retirement Credit	No Changes	N/A
Article 10: Unit Member Benefits	Description of make-up of District's Benefits Committee. Language clarification throughout (no net changes).	10.4 (all)
Article 11: Dispute Procedure	No Changes	N/A
Article 12: Grievance Procedure	Inclusion of formal Mediation step after Level II and prior to Arbitration.	12.3.3
Article 13: Safety	No Changes	N/A
Article 14: Personnel Files	No Changes	N/A
Article 15: Leaves	Separate descriptions for Intersession and Overload sick leave. Mechanism for converting Overload sick leave to regular, accumulated sick leave. Overload sick leave drawn from first when utilized.	15.1.1 (b)
	Intersession sick leave to be drawn from on an hourly basis.	15.1.1 (e)
	Language added to provide for Personal Necessity Leave related to Related to domestic violence, sexual assault or stalking.	15.2 (g)
	Intersession sick leave not subject to Personal Necessity limitations	15.2
	District to provide sick leave reports at beginning of each semester (Fall/Spring)	15.12
Article 16: Negotiation Procedures	No Changes	N/A
Article 17: Support of Agreement	No Changes	N/A
Article 18: Overload Banking	No Changes	N/A

Article 19: Duration	Contract to be valid from January 1, 2021 – December 31, 2023. No automatic re-openers. ²	19.1
Article 20: Evaluations	Inclusion of relevant forms as appendices to the Agreement.	20.7

¹Only net changes are discussed herein. To help keep this document concise, if something was moved from one area to another or language was changed only to reflect current practice or clarity of intent, it is not included here.

²The Association wished to have re-openers for Article 8—Salaries for contract years two (2022) and three (2023). The District did not agree. It is for this reason we have a Last, Best, and Final offer. **All other provisions of this offer were agreed to by both District and the Association.**