

**INITIAL PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
TO THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS PASADENA CHAPTER 777**

February 11, 2026

The collective bargaining proposals submitted by the Pasadena Area Community College District are expressly pursuant to the Educational Employment Relations Act and the parties' collective bargaining agreement. It is the intention of the Pasadena Area Community College District to bargain in good faith over the proposals submitted by the respective parties to the Collective Bargaining Agreement. All articles in the Collective Bargaining Agreement shall be deemed to remain unchanged unless otherwise expressly stated.

Global Changes

The District intends to submit proposals that will bring the dates current, set the effective dates of the agreement, eliminate outdated and obsolete provisions, and correct numbering, formatting and typographical errors throughout the agreement.

**Article 1
Agreement**

The District intends to submit a proposal to update the date range of the successor agreement.

**Article 5
District Rights**

The District will propose language to clarify and reaffirm the District's rights to manage and direct its operations in accordance with applicable law. The proposal is intended to reduce ambiguity regarding management authority while preserving employees' statutory and contractual rights.

**Article 7
Probation and Performance Evaluation**

The District intends to submit proposals to clarify acting assignment pay.

**Article 8
Salary, Career Advancement, and Classification**

The District intends to discuss and propose updates to salary administration, including anniversary dates, pay days, and clarification of step advancement processes, consistent with fiscal sustainability.

**Article 32
Term**

The District intends to submit a proposal to update the term of the successor agreement.