

**INITIAL PROPOSAL FROM THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
TO THE  
PASADENA CITY COLLEGE FACULTY ASSOCIATION**

**August 14, 2024**

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intends to submit proposals that will bring the dates current, set the effective dates of the agreement, eliminate outdated and obsolete provisions, and correct numbering, formatting and typographical errors throughout the agreement. The District also intends to submit proposals that update the terms referring to bargaining unit positions for consistency.

**Article 2  
District and Association Rights**

The District intends to submit proposals related to the New Faculty Seminar.

**Article 5  
Working Conditions**

The District intends to submit proposals related Flex, Part-Time Office Hours, and Overload.

**Article 6  
Sick Leave and Health Examinations**

The District intends to submit proposals related to Health Examinations, Banked Leave, FMLA, and Bereavement Leave.

**Article 7  
Evaluation Procedures**

The District intends to submit proposals to add DEIA evaluation criteria in accordance with new Title 5 requirements.

**Article 10  
Faculty Division Chairs**

The District intends to submit proposals related to the selection process.

**Article 12**  
**The Salary Schedules**

The District intends to submit proposals related to Advancement, Pay time Change, and Equivalent Credit.

**Article 13**  
**Distance Education (Online and Hybrid Classes)**

The District intends to submit proposals related to the Appendix Evaluation Forms.

**Article 14**  
**Reassigned Time**

The District intends to submit proposals related to pre-determined reassigned time percentages and identified persons related to grants.

**Article 15**  
**Part-Time Faculty Reemployment Rights**

The District intends to submit proposals related to clarifying that only District employees may be included on the priority list.