TENTATIVE AGREEMENT BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 721

February 11, 2026

The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Service Employees International Union (SEIU) Local 721 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the two parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

ARTICLE 19 – RETIREMENT BENEFIT PLANS

A. CalPERS and CalSTRS [TA on 01.23.2026]

The District shall continue to participate in the CalSTRS and CalPERS retirement benefit plans and options in place at the start of the July 1, 2025 fiscal year to employees.

B. Tax-Sheltered, Individual Retirement Accounts [Tentative Agreement – 02.06.2026]

During the term of this Agreement, the District shall continue to provide employees the opportunity to contribute to 457(b) deferred compensation plans, 403(b) (tax-sheltered annuity) plans, and Roth 403(b) plans.

~~Such plans shall include a variety of retirement investment options, including but not limited to low-fee stock market index-tracking and targeted-retirement fund options.~~

Signed and entered into this _____ day of _____, 2026.

FOR THE COLLEGE DISTRICT	FOR THE UNION
_____	Joshua Adams _____
Robert S. Blizinski Assistant Superintendent/V.P. Human Resources	Josh Adams, Co-Chief Negotiator
B. Cummins _____	_____
Brian Cummins Director, Human Resources	Carlos “Tito” Altamirano, Co-Chief Negotiator