

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

March 19, 2022

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intends to submit proposals that will bring the dates current, set the effective dates of the agreement, eliminate outdated and obsolete provisions, restructure the order of articles, and correct numbering, formatting and typographical errors throughout the agreement.

**Article 4
Fringe Benefits**

The District intends to submit proposals that clarify and update health care offered by the District.

**Article 5
Working Conditions**

The District intends to submit proposals that update the requirements for syllabi and documentation of professional obligations; clarify the start date for credit classes, scheduling of assignments, and duration of intersession assignments; and update Flex obligations.

**Article 7
Evaluation Procedures**

The District intends to submit proposals that make the evaluation timelines more manageable in light of statutory deadlines, adds DEI initiatives per the State Chancellor's Office and evaluations for Chairs, and updates forms for chairs and part-time faculty.

**Article 10
Faculty Division Chairs**

The District intends to submit proposals clarifying the calculation of compensation, and evaluation timelines and components for division chairs.

**Article 12
Salary Schedules**

The District intends to submit proposals that allow the District to remain competitive and yet at the same time exercise fiscal responsibility. The District further intends to submit proposals updating the requirements for equivalent credit.

Article 17
Reassigned Time

The District intends to submit proposals that put time limits on reassigned time assignments.

Article 18
Part-Time Faculty Reemployment Rights

The District intends to submit proposals that incorporate prior agreements regarding coaching stipends and adding dual enrollment as among the assignments not considered for priority assignment.