

**TENTATIVE AGREEMENT
BETWEEN THE STATE CENTER COMMUNITY COLLEGE DISTRICT
AND THE STATE CENTER FEDERATION OF TEACHERS (SCFT)
February 28, 2025**

The following Tentative Agreement between the State Center Community College District and the State Center Federation of Teachers (SCFT) is made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 1
TERM OF AGREEMENT
[Orig. FT-1; PT-1]**

This Agreement between the State Center Community College District ("District") and the State Center Federation of Teachers, Local 1533, CFT/AFT, AFL-CIO ("Federation") covering full- time and part-time faculty members is effective July 1, 2025 or on the date the Agreement is ratified and approved by both parties, whichever is later, and will remain in full force and effect through June 30, 2028.

[....]

**ARTICLE 4
SUPPORT OF AGREEMENT
[Orig. FT-4; PT-4]**

During the term of this Agreement, the District agrees not to negotiate with any other organization on matters upon which the Federation is the exclusive representative and which are within its scope of representation, nor will the District attempt to negotiate privately or individually with the members of the bargaining unit or any person not officially designated by the Federation as its representative.

The Federation agrees to negotiate only with the representatives officially designated by the District to act on its behalf and agrees neither the Federation, its members, or agents will attempt to negotiate privately or individually with the Board, an individual Board member, or any person not officially designated by the Board as its representative.

[....]

**ARTICLE 6
SEVERABILITY AND SAVINGS
[Orig. FT-6; PT-6]**

If any provision of this Agreement is held invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision will be inoperative, but all other provisions will not be affected thereby and will continue in full force and effect.

Any such provision held invalid or inoperative will be renegotiated upon written request of either party to this Agreement.

**ARTICLE 7
MAINTENANCE OF OPERATIONS
[Orig. FT-7; PT-7]**

The Federation agrees that neither the Federation, nor any person officially acting ~~in~~on its behalf, will cause, authorize, engage in, sanction, or, take part in a strike, a concerted failure to report for duty, or other similar action against the District. In consideration thereof, the District agrees there will be no lockout of unit members.

ARTICLE 8
PAST PRACTICES
[Orig. FT-8; PT-8]

The District is not bound by any past practices of the District or understandings with any employee unless such past practices or understandings are specifically stated in this Agreement.

[....]

ARTICLE 11
MANAGEMENT RIGHTS

Section 11.1.

The Federation recognizes and agrees that the exercise of the express and implied legal powers, rights, duties, and responsibilities by the Board, e.g., the adoption of policies, rules, regulations, and practices in furtherance of these powers, and the use of judgment and discretion in connection therewith will be limited only by the specific and express terms of this Agreement.

Section 11.2.

The Federation recognizes and agrees that the District retains its right to amend, modify, or rescind policies and practices referred to in this Agreement in case of emergency. An "emergency" is considered an Act of God, a natural disaster, or other dire interruption of the District program. Where an emergency is declared, the District will immediately notify and consult with the Federation. The Federation agrees it will abide by such emergency decisions of the Board during the time of the declared emergency.

Section 11.3.

The District agrees that in regard to a declared emergency and decisions made therein, the Federation will have the right to subject such declaration and decisions made therein to the provisions of the Grievance Procedure, **Article 20**.

[....]

Signed and entered into this 28th day of February, 2025.

FOR THE DISTRICT

FOR SCFT



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26-Dist-Prop-TA-Art-1-4-6-7-8-11-Cleanup-2025-02-28

Final Audit Report

2025-03-18

Created:	2025-03-08
By:	Randy Erickson (rerickson@mcdougallawfirm.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAFcSyFLTOW9fNGEPPmBWYTTG8cyBZxrtb

"26-Dist-Prop-TA-Art-1-4-6-7-8-11-Cleanup-2025-02-28" History

-  Document created by Randy Erickson (rerickson@mcdougallawfirm.com)
2025-03-08 - 0:39:11 AM GMT
-  Document emailed to Randy Erickson (rerickson@mcdougallawfirm.com) for signature
2025-03-08 - 0:39:15 AM GMT
-  Document emailed to Ryen Hirata (ryen.hirata@cloviscollege.edu) for signature
2025-03-08 - 0:39:15 AM GMT
-  Document emailed to Juli Mosier (julianna.mosier@scccd.edu) for signature
2025-03-08 - 0:39:15 AM GMT
-  Email viewed by Randy Erickson (rerickson@mcdougallawfirm.com)
2025-03-08 - 0:40:48 AM GMT
-  Document e-signed by Randy Erickson (rerickson@mcdougallawfirm.com)
Signature Date: 2025-03-08 - 0:40:56 AM GMT - Time Source: server
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2025-03-08 - 1:35:58 AM GMT
-  Document e-signed by Juli Mosier (julianna.mosier@scccd.edu)
Signature Date: 2025-03-08 - 1:36:09 AM GMT - Time Source: server
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2025-03-10 - 4:49:04 PM GMT
-  Email viewed by Ryen Hirata (ryen.hirata@cloviscollege.edu)
2025-03-18 - 6:12:16 AM GMT



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Signature Date: 2025-03-18 - 6:13:36 AM GMT - Time Source: server



Agreement completed.

2025-03-18 - 6:13:36 AM GMT



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