

**PROPOSAL FROM  
THE STATE CENTER COMMUNITY COLLEGE DISTRICT  
TO THE STATE CENTER FEDERATION OF TEACHERS (SCFT)  
February 28, 2025**

The following collective bargaining proposal submitted by the State Center Community College District to 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:

**GLOBAL PROPOSAL**

1. **Pronouns:** Replace "he/she," "his/her," "him/her" and other gender-specific pronouns with "they," "their," "them," and the appropriate gender-neutral pronoun throughout the contract.

2. **Renumbering:**

Global Proposal to renumber all sections of the agreement so that the article number appears before the section number. For example, "Section 1" of Article 1 will be renumbered "1.1."

All sections with subsections in the agreement will be renumbered in the same fashion. For example, Subsection (1) of Article 10, Section 2 will be renumbered "10.2.1" and Subsection A of Article 9, Section 3 will be renumbered "9.3.A."

Additionally, the entire contract will be consistently formatted throughout as per the MLA outlining format which generally follows this order:

1.1.  
    1.1.1  
        a.  
        b.  
    1.1.2.  
1.2.

As an example, Articles 9 - Safety would be renumbered as follows:

**ARTICLE 9  
SAFETY**

**Section 9.1. SAFE EDUCATIONAL AND WORK ENVIRONMENT:**

The District will provide a safe educational and work environment for all students and employees. The District will comply with all workplace health and safety regulations, including the California Occupational Safety and Health Regulations and guidelines of CAL OSHA. The Federation and its unit members may also bring to the attention of the District health, safety, and security guidelines from other regulatory agencies that govern employee health, safety, and security whereupon the District and the Federation will engage in consultation. Responsibility for the maintenance of safe procedures and

practices is also that of the unit member, which includes each unit member attending all scheduled District and College safety training sessions which are related to their assignments, or as determined to be mandatory as required by law or regulation.

**Section 9.2.** SAFETY COMMITTEE:

The Districtwide Facilities and Safety Committee (DWFSC), in addition to campus safety committees, will review and may make recommendations in line with established governance processes regarding health, safety, sanitation, and security concerns.

**Section 9.3.** REPORTING VIOLATIONS:

**9.3.A.** Unit members are required to report safety concerns that they observe to their supervisor, the DWFSC, the campus safety committee, or the Director of Environmental Health & Safety. Unit members may also submit an online work order for health and safety issues, which will allow the member to track the progress and view the status of any actions taken.

**9.3.B.** When the District receives a written report of unsafe condition which poses a serious and immediate threat to the health or safety of any unit member, the District will investigate the allegations, take appropriate actions in a timely manner, as required by law, and if the matter involves a student temporarily removed from the classroom, contact the member to advise of the date the student is cleared to return to class.

**9.3.C.** The individual bargaining unit member forwarding a written report of an unsafe condition may request information relating to action(s) taken as a result of their report pursuant to the California Public Records Act.

[....]

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

FOR THE DISTRICT

FOR SCFT



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# 28-TA-Global-Renumbering-2025-02-28-fin

Final Audit Report

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