

**TENTATIVE AGREEMENT  
BETWEEN THE STATE CENTER COMMUNITY COLLEGE DISTRICT  
AND THE STATE CENTER FEDERATION OF TEACHERS (SCFT)  
May 16, 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 12  
FACULTY RIGHTS  
[Orig. FT-15 only]**

**12.1 ACADEMIC FREEDOM**

Faculty have the right to academic freedom as indicated in Administrative Regulation (AR) and Board Policy (BP) 4030 ("Academic Freedom"), subject to obligations if there are revisions as required under the EERA. AR/BP 4030 shall not be revised and implemented without providing the Federation with notice and an opportunity to demand to bargain.

**12.2. CONSULTATION :**

Individual unit members have the right of consultation with the immediate supervisor on matters relating to the unit members' teaching assignment, instructional program changes, analysis and/or evaluation of instructional programs, and the educational direction of their department and institution.

**12.3. USE OF FACILITIES:**

Unit members may use District designated fitness centers at each college during posted hours when the facilities are available to faculty, staff and administrators. Unit members will be required to abide by institutional rules in effect at each campus and to sign a District approved waiver of liability form.

**12.4. ACCESS TO FACILITIES:**

Unit members will be provided with access to designated facilities related to their job assignment. The district will provide access to facilities utilized by faculty to ensure faculty are able to access all facilities necessary to provide service to students.

**12.5. COMMENCEMENT ATTIRE: (APPLICABLE TO ALL FACULTY)**

Academic attire required by the District for unit members to wear at the graduation ceremony will be provided at District-expense. Academic attire includes cap, gown and hood. **As of August 2025, commencement attire is applicable to all faculty for participation in commencement.**

Signed and entered into this 16th day of May, 2025.

FOR THE DISTRICT

FOR SCFT














# 14-TA-Art-12-Faculty-Rights-2025-05-16 rev

Final Audit Report

2025-06-14

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