

TENTATIVE AGREEMENT  
BETWEEN THE STATE CENTER COMMUNITY COLLEGE DISTRICT  
AND THE STATE CENTER FEDERATION OF TEACHERS (SCFT)  
August 6, 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:

[Global proposal to rename "Section" as "Article" throughout the CBA.]

ARTICLE 26 (FULL-TIME)  
LAYOFFS AND FACULTY SERVICE AREAS  
(ONLY APPLICABLE TO FULL-TIME FACULTY)  
[Orig. FT-24]

**Section 26.1.** FACULTY SERVICE AREAS:

- A. Faculty service areas and competency standards are applied only in cases of lay-offs within the District. **Should the District institute a layoff of full-time faculty, the statutory guarantees contained in the California Education Code as applicable to Community College Districts shall apply.**
- B. **A Faculty Service Area is defined as a service or instructional subject area or group of related service or instructional areas performed by or taught by faculty.**
- C. Faculty service areas will be the same as the disciplines as established by the State Academic Senate for the California Community Colleges.
- D. **Each Faculty Member will be assigned one or more FSAs at the time of initial hire.**
- E. **A Faculty Member, including those in their first year of employment, may apply for additional FSAs if they meet the qualifications and competency requirements. All applications for additional FSA(s) will be made to Human Resources by February 15 of each year. The record of assigned FSAs will be collected, documented, and maintained by Human Resources.**

**Section 26.2.** MINIMUM QUALIFICATIONS:

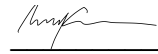
- A. Competency standards will be the same as the minimum qualifications for hiring as established in AB 1725 (Vasconcellos, 1988): Master's degree in a discipline or Bachelor's degree in a discipline and a Master's degree in a related discipline, or "equivalent" degrees/experience. Currently held credentials and/or other minimum qualifications as established in AB 1725 (Vasconcellos, 1988) will be applicable for additional FSA(s) after initial hire only if the unit member has teaching experience in the FSA(s) (within five (5) years of the lay-off notice date).


B. The criterion for layoffs is by seniority: last in, first out. A unit member may request placement in as many different FSA's as are met by the standards in Article 24Section 2.A above. In the event of a lay-off(s), a unit member who receives a notice could then displace a less-senior unit member in any of those areas.

Signed and entered into this 6<sup>th</sup> day of August, 2025.

FOR THE DISTRICT

FOR SCFT

  
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Final Audit Report

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