

**TENTATIVE AGREEMENT
BETWEEN THE STATE CENTER COMMUNITY COLLEGE DISTRICT
AND THE STATE CENTER FEDERATION OF TEACHERS (SCFT)
August 22, 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 15 (FULL-TIME)
TRANSFER AND REASSIGNMENT
(ONLY APPLICABLE TO FULL-TIME FACULTY)
[\[FT Art. 16.\]](#)**

Section 15.1. VOLUNTARY TRANSFER:

15.1.A. Voluntary transfer is defined as a transfer between two Colleges within the District or as a transfer between a College and the District Office.

15.1.B. Voluntary transfer is initiated by the unit member by submitting an eligible transfer application through the District website.

15.1.C. Any regular (tenured) unit member, or unit member who will acquire tenure by the start of the transfer assignment, may request a transfer from one (1) college to another college where their training, experience, skills, degrees and/or credentials coincide with the requirements of a vacant position.

15.1.D. Applications for transfer will be considered for vacancies before other outside applicants. The District will post vacancies on the District website.

15.1.E. A regular (tenured) unit member may transfer within the District to a vacant faculty position for which they are qualified once all of the following conditions occur and are completely satisfied:

1. Transfer opportunities will be announced via District email and will be posted on the District's website for transfer for a five (5) calendar-day period.
2. Transfer applicants will submit to the Human Resources Department a complete transfer application containing a letter of interest on why they wish to transfer to the posted vacancy and an updated resume, within that five (5) day posting period.
3. Human Resources will review the submitted applications for eligibility and will notify the area administrator of any eligible submissions.
4. The selection committee reviews the request for transfer and makes one (1) of the following recommendations:
 - i. recommends to not accept the request for transfer
 - ii. requests an interview with the applicant requesting to transfer

- 55 5. If an interview is recommended, following the applicant interview and
56 within fifteen (15) business days of receipt of the files from Human
57 Resources, the selection committee will reach one (1) of the following
58 recommendations regarding the applicants:
59 i. acceptance of request to transfer
60 ii. rejection of request to transfer
61
62 6. If the request to transfer is rejected, Human Resources will notify the
63 applicant.
64
65 7. If the recommendation is to accept the transfer, the request is forwarded
66 to the College President. The College President, Vice President and/or
67 designees may interview the candidate.
68
69 8. If the College President does not accept the selection committee's
70 recommendation, they will meet with the department selection committee
71 and discuss the reason(s) for not accepting the selection committee's
72 recommendation. **After meeting/discussion, if the College President's**
73 **decision remains unchanged, the candidate will be notified that the**
74 **voluntary transfer was not accepted.**
75
76 9. If the College President accepts the transfer, the candidate is notified by
77 the appropriate administrator and a recommendation is made to the Board
78 of Trustees.
79

80 **15.1.F.** Any such transfer will be considered permanent only once the Board of Trustees
81 approves the transfer.
82

83 **15.1.G.** The District reserves the right to open to outside applicants any subsequent full-
84 time position resulting from the transfer.
85

86 **15.1.H.** Any unit member accepted by another college or center will be permitted to make
87 the transfer when a suitable replacement is found. Any such transfer will be
88 considered permanent.
89

90 **Section 15.2.** INVOLUNTARY TRANSFER:
91

92 **15.2.A.** An involuntary transfer is initiated by the District, and will not be done as a punitive
93 action.
94

95 **15.2.B.** Where the District finds it necessary to transfer a unit member from one (1)
96 college to another College or the District Office, qualified volunteers will be
97 sought. Where there are no qualified volunteers, the District will determine which
98 qualified person is to be transferred.
99

100 **15.2.C.** Transferees involuntarily transferred from one (1) college to another location to
101 meet District needs will be returned to the original college or the District Office,
102 upon request, to fill a vacancy which occurs for which the transferee is deemed
103 qualified.
104

105 **Section 15.3.** SPLIT ASSIGNMENT:
106

107 **A.** If a split assignment between campuses is made to a unit member and that split assignment
108 requires the unit member to travel to multiple campuses on the same day, the District will pay

mileage for the total mileage traveled by the unit member between campuses, less the roundtrip mileage from the unit member's home to the campus of their primary assignment. Primary is defined as the campus where they are assigned the majority of their load. If the load is equally split between two (2) campuses, primary will be defined as the campus where they were hired.

Section 15.4. POSITION REASSIGNMENT:

- 15.4.A.** Position Reassignment is defined as a change of assignment to a different position within the same college. **Faculty members may request a meeting to discuss change of assignment, prior to finalizing the position reassignment.**
- 15.4.B.** **Position reassignment opportunities will be announced, to the extent possible, to all eligible faculty.**
- 15.4.C.** The area administrator, with approval of the College President, may fill vacancies within the same college with other qualified unit members.
- 15.4.D.** Any reassignment will be considered permanent only once the Board of Trustees approves it.
- 15.4.E.** The District reserves the right to open to outside applicants any subsequent full-time position resulting from the reassignment.

Section 15.5. REASSIGNED TIME:

A.—Reassigned time is administration temporarily modifying the current assignment of a full-time faculty member for a specified amount of time. Reassigned time can range from 1%-100% of the unit members total assignment. Temporary reassigned time is found in Article **1216A** – Hours, Workload, Class Size.

Signed and entered into this 22nd day of August, 2025.

FOR THE DISTRICT

FOR SCFT














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Final Audit Report

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