

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

6 The following Tentative Agreement between the State Center Community College District and the  
7 State Center Federation of Teachers (SCFT) is made expressly pursuant to the Educational  
8 Employment Relations Act and the current Collective Bargaining Agreement between the parties.  
9 The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement  
10 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

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

114

115 **Section 15.4. POSITION REASSIGNMENT:**

116

117 **15.4.A.** Position Reassignment is defined as a change of assignment to a different position  
118 within the same college. **Faculty members may request a meeting to discuss**  
119 **change of assignment, prior to finalizing the position reassignment.**

120

121 **15.4.B.** **Position reassignment opportunities will be announced, to the extent**  
122 **possible, to all eligible faculty.**

123

124 **15.4.C.** The area administrator, with approval of the College President, may fill vacancies  
125 within the same college with other qualified unit members.

126

127 **15.4.D.** Any reassignment will be considered permanent only once the Board of Trustees  
128 approves it.

129

130 **15.4.E.** The District reserves the right to open to outside applicants any subsequent full-  
131 time position resulting from the reassignment.

132

133 **Section 15.5. REASSIGNED TIME:**

134

135 **A.** Reassigned time is administration temporarily modifying the current assignment of  
136 a full-time faculty member for a specified amount of time. Reassigned time can range from  
137 1%-100% of the unit members total assignment. Temporary reassigned time is found in  
138 Article **1216A** – Hours, Workload, Class Size.

139

140 Signed and entered into this 22<sup>nd</sup> day of August, 2025.

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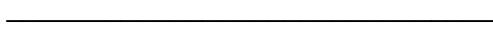
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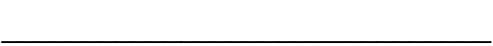
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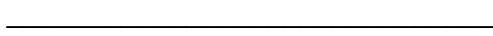
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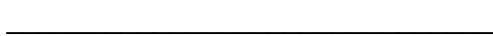
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