

**TENTATIVE AGREEMENT
BETWEEN THE STATE CENTER COMMUNITY COLLEGE DISTRICT
AND THE STATE CENTER FEDERATION OF TEACHERS (SCFT)
October 23, 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 9
SAFETY
[Orig. FT-11; PT-11-A]**

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 **District** Director of Environmental Health & **Safety-Risk Management**. 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.

In situations where a faculty member reasonably believes there is a threat to the health and safety of individuals in a classroom or service area, and the threat (e.g., student, condition, situation) is not able to be removed, students may be released early at the discretion of the instructor. In these

situations, the instructor must report directly to the administrator on call and inform them of the situation.

9.3.C. An instructor may remove a student from his or her class for the day of the removal and the next class meeting who the faculty member reasonably believes has violated the District's rules of student conduct. The instructor shall immediately report the removal to the Dean of Students.
[Educ. Code 76092.]

9.3D 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.

Section 9.4 SAFETY REPORTS:

Each year the District is required by OSHA to post a summary of work-related injuries/illnesses for the prior year using OSHA Form 300A. Copies are posted at all District sites and may be requested, as required by the California Public Records Act, from the office of the Vice Chancellor, Finance & Administration. The Clery Act requires that the District post an annual security report. This report is available on the homepage of the District and College websites.

Signed and entered into this 23rd day of October, 2025.

FOR THE DISTRICT

FOR SCFT














09-TA-Art-9-Safety-2025-10-23

Final Audit Report

2025-10-28

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