

**PROPOSAL  
FROM THE CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215  
TO THE CERRITOS COMMUNITY COLLEGE DISTRICT**

**February 23, 2024**

This proposal from the Cerritos Community College District to the Cerritos College Faculty Association, AFT Local 6215 ("CCFF") is expressly made pursuant to the Education 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 7: ACADEMIC CALENDAR**

- 7.1 The District shall convene its previously recommended Academic Calendar Committee (hereafter "Committee"), comprised of no more than five District representatives and five Federation representatives. The Committee shall be responsible for establishing Fall, Spring, and Summer Academic terms, including spring break and finals weeks. This Committee shall start the process no later than September 10 and complete deliberations no later than October 1 of each Academic year. This deadline can be extended by mutual agreement by the Federation President or designee and the Vice President of Human Resources/Assistant Superintendent or designee.
- 7.2 The work of the Committee shall be contingent on the final approval of the Federation President or designee and the Vice President of Human Resources/Assistant Superintendent or designee. In the event that the Committee does not reach agreement by October 10 or any later extended deadline as may be agreed upon in section 7.1, or if final approval is not agreed upon by the Federation President or designee and the Vice President of Human Resources/Assistant Superintendent or designee, the calendar shall be referred to the parties' negotiating teams for negotiations consistent with the EERA.
- 7.3 The Academic Calendar shall be developed a minimum of three Academic years in advance, but the Committee, and the parties' negotiating teams, when necessary, shall meet each Academic year to ensure a continuous three-year Academic Calendar. If the Committee is unable to reach an agreement, the guidelines set forth in section 7.2 above shall apply.
- 7.4 **The Academic Calendar will consist of 175 calendar days per section 4.1.1.(a), including 173 days of instruction and two (2)**

days of faculty FLEX obligation.

- 7.5 The FLEX equivalent of one day shall be eight (8) hours. Academic Calendar Years with 173 days of instruction shall have a total of sixteen (16) hours of FLEX per academic year. Each academic year, up to two (2) hours shall be assigned by the District as continuing compliance training in areas such as risk and safety, emergency preparedness, emergency response training or in the areas of unlawful discrimination prevention, sexual harassment prevention, and Title IX. The District may also assign training for legal compliance as needed, and meet and consult with CCFF to address any effects. All District assigned training will be offered in a variety of modalities, when possible.
- 7.6 In instances where the days of instruction within the Academic Calendar may be fewer than 173 days of instruction, faculty shall complete the appropriate number of FLEX hours within the Academic Year to reach an equivalency of 175 calendar days. EX. An Academic Year with only 172 days of instruction shall include three (3) days of FLEX (24 hours).