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**TENTATIVE AGREEMENT  
BETWEEN THE EL CAMINO COMMUNITY COLLEGE DISTRICT  
AND THE EL CAMINO COLLEGE FEDERATION OF TEACHERS,  
LOCAL 1388, AFT, AFL~CIO  
February 14, 2025**

This Tentative Agreement between the El Camino Community College District and the El Camino College Federation Of Teachers, Local 1388, AFT, AFL~CIO ("Federation"), 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:

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**GLOBAL PROPOSAL**

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1. **Pronouns:** Replace "he/she," "his/her," "him/her" and other gender-specific pronouns with "they," "their," "them," and the appropriate gender-neutral pronoun throughout the contract.
  2. **Renumbering:**

Global Proposal to renumber all sections of the agreement so that the article number appears before the section number. For example, "Section 1" of Article 1 will be renumbered "1.1."

All sections with subsections in the agreement will be renumbered in the same fashion. For example, Subsection (1) of Article 10, Section 2 will be renumbered "10.2.1."

Additionally, the entire contract will be consistently formatted throughout as per the MLA outlining format which follows this order:

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- 1.1.
    - 1.1.1
      - a.
      - b.
    - 1.1.2.
  - 1.2.

As an example, Articles 12 would be renumbered as follows:

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**ARTICLE 12 - UNPAID LEAVES**

The District shall grant unpaid leaves of absence to regular Faculty Members for (a) extended disability, (b) religious holidays, c) personal leave and (d) one-way foreign assignment, subject to the conditions set forth in this Article. The District shall grant unpaid leaves of absence to Full-Time Temporary, Part-Time, and contract Faculty Members for religious holidays, subject to the conditions set forth in this Article. The District shall grant unpaid leaves to contract Faculty Members for extended disabilities subject to the conditions set forth in this Article. The District may grant unpaid leaves of absence to regular Faculty Members for (a) professional study, research, or travel, and (b) service to education, subject to the conditions set forth in this Article. The District may grant unpaid leaves of absence for other reasons to any Faculty Member.

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51 **Section 12.1. General Conditions**

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53 **12.1.(a)** A Faculty Member who has cause to request an unpaid leave of absence, as provided  
54 in Sections 2, 3, 4, 6, and 7 of this Article, shall make written application for such leave  
55 to their Dean, Associate Dean, or Director as far in advance as possible. The  
56 application for leave shall state the leave category requested, the reason or reasons  
57 necessitating the Faculty Member's absence and the estimated duration of the  
58 absence. A Section 5 or 6 leave request will be referred promptly by the Dean with a  
59 recommendation to the Vice President - Academic Affairs. If the leave is granted, the  
60 Faculty Member shall be notified in a timely manner, and if denied, the Faculty Member  
61 shall be provided with a statement in writing giving the reason(s) for such denial.  
62

63 **12.1.(b)** The District may require a Faculty Member to submit evidence to justify the Faculty  
64 Member's request for leave.  
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66 **12.1.(c)** A Faculty Member shall not be entitled to the paid leave benefits specified in Article 11  
67 during any period of unpaid leave. The Faculty Member shall, however, be entitled to  
68 salary step advancement if the Faculty Member meets the requirements of Article 10,  
69 Section 4. Such period of unpaid leave will be counted toward the Faculty Member's  
70 sabbatical leave eligibility, subject to the requirements of Article 10, Section 4, and  
71 Article 13, Section 2. The Faculty Member shall not accrue any other benefits during the  
72 period of such unpaid leave, except as provided in this Article.  
73

74 **12.1.(d)** A Faculty Member who fails to return to duty upon completion of the unpaid leave of  
75 absence may be dismissed by the District unless such Faculty Member was unable,  
76 due to causes beyond his/her control, to return to duty, in which event the Faculty  
77 Member must report the circumstances as soon as able to do so.  
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80 **Section 12.2. Extended Disability**

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82 **12.2.(a)** If the contract or regular Faculty Member suffers an extended disability and is thereby  
83 unable to perform the assigned duties, the Faculty Member shall, upon exhaustion of  
84 paid sickness leave status as provided by Article 11, Section 3, be granted an unpaid  
85 extended disability leave.  
86

87 **12.2.(b)** The Faculty Member's request for such unpaid leave shall be accompanied by a  
88 physician's statement as to the necessity of such leave and the estimated duration of  
89 the disability. The District may at its expense require that the Faculty Member be  
90 examined by a physician selected by the District. In the event of a conflict in the findings  
91 of the two physicians, a third physician, mutually acceptable to the Faculty Member and  
92 the District shall be chosen and an opinion solicited. The cost of such examination by a  
93 third physician shall be paid by the District.  
94

95 **12.2.(c)** The period of such leave shall be determined by the medical condition of the Faculty  
96 Member and the needs of the instructional program. Any such extended disability leave  
97 shall not exceed a period of twelve (12) calendar months provided that such leave for a  
98 contract Faculty Member shall not exceed the end of the semester in which the  
99 disability occurs. The District may grant an extension or extensions beyond the period  
100 herein specified. Any such extension or extensions is subject to the requirements of  
101 subsection (b) of this Section.

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Signed and entered into this 21st day of February, 2025.

FOR THE DISTRICT

Jane Mijashiro

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FOR THE FEDERATION

Jaura C. Saldivar

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