

**TENTATIVE AGREEMENT
BETWEEN THE EL CAMINO COMMUNITY COLLEGE DISTRICT
AND THE EL CAMINO COLLEGE FEDERATION OF TEACHERS,
LOCAL 1388, AFT, AFL~CIO
June 6, 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:

**ARTICLE 5
ACADEMIC FREEDOM AND RESPONSIBILITY**

Section 5.1. Purpose

Recognizing that the free search for truth and the expression of diverse opinions are essential to a democratic society, both the District and the Federation will strive to promote and to protect academic freedom.

Section 5.2. Protection of Faculty Members

A Faculty Member shall not be subject to any adverse action affecting the Faculty Member's employment status with the District:

- (a) For exercising the freedom to examine or endorse unpopular or controversial ideas either in classroom teaching or in discussions with students as is appropriate to the course content, or in academic research or publication. Nonetheless, the Faculty Member shall attempt to be accurate, objective, and respectful of the opinions of others.
- (b) For selecting or recommending the selection of instructional materials for courses which may contain unpopular or controversial ideas.
- (c) For speaking or writing as a citizen, provided (1) that the Faculty Member recognizes the special obligations of a member of the education profession, and (2) that the Faculty Member clearly indicates that he or she is not speaking for the College or the District.
- (d) Concerning librarians, for making available the library's books and materials presenting all points of view including library materials of interest, information, and enlightenment without regard to the race or nationality or the social, political, or religious views of the authors.

Section 5.3. Limitations

The following political activities shall, however, be prohibited, although nothing herein shall be construed to limit the discussion and study of politics and political issues when such discussion and study are appropriate to a specific course of instruction:

- (a) Political participation as a citizen at times when a Faculty Member is required to render service to the District.
- (b) Posting of political circulars or petitions on District premises, except on College bulletin boards set aside for that purpose; the use of District mail and/or email service for the distribution of political materials; interference for political purposes with District employees who are rendering service to the District; or the solicitation of students for political purposes, except that Faculty Members may encourage students to participate in political activities of the students' choice.

Signed and entered into this 20th day of June, 2025.

FOR THE DISTRICT

Jane Miyashiro

Jane Miyashiro

FOR THE FEDERATION

Laura C. Saldarriaga

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