

PROPOSAL FROM
THE ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT to the ANTELOPE VALLEY
COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4683
July 20, 2026

This proposal from the Antelope Valley Community College District to the Antelope Valley Federation of Classified Employees is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties. This proposal is intended to apply only to the article below. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed:

ARTICLE VIII
SALARIES & RELATED BENEFITS

8.0 Salaries

8.0.1 Salary 2022-2023~~20256-20267~~:

Effective retroactive to July 1, 20256, all unit members employed as of the date of ratification and approval of the collective bargaining agreement will receive a one-time off-schedule payment equal to one percent (1%) of their base salary as of July 1, 2025-COLA plus an additional 10% will be added to all classified salary schedules.

~~The District will provide a one-time off schedule stipend equal to 8% of base salary to all unit members employed as of June 30, 2023.~~

8.0.2 Salary 2023-2024~~20267-20278~~:

Effective July 1, 20267, all unit members will receive a one-time off-schedule payment equal to one percent (1%) of their base salary as of July 1, 2026-COLA plus an additional 10% will be added to all classified salary schedules.

~~Effective July 1, 2023, 13% will be added to the classified salary schedule.~~

8.0.3 Salary 2024-2025~~20278-20289~~:

Effective July 1, 20278, COLA plus an additional 10 an amount equal to one percent (1%) will be added to all classified salary schedules.

~~Effective July 1, 2024, 4% will be added to the classified salary schedule.~~

The AVCFCE reserves the right to utilize COLA along with the other criteria in Government Code Section 3548.2(b) in making proposals to the District.

~~The salary increases shall be retroactive to all unit members who were in paid status as of June 30, 2026.~~

8.1 Anniversary Dates for Step and Longevity– Salary adjustments for step increases and longevity shall occur July 1 each fiscal year. On July 1 each year, each classified employee shall receive a step and/or longevity increase in advance of their hire date (except those with a hire date of July 1, for whom the anniversary date and hire date shall be the same). The change to anniversary date shall be for the purpose of step

increases and longevity only and shall not constitute a change in actual hire/seniority date or be used for any other purpose, including for layoff purposes or evaluation.

Unit members will receive longevity increments after the completion of 10 consecutive years of service; the longevity increments will become effective July 1 of the academic year in which a unit member will start their 11th 16th, 21st, 26th, 31st and 36th years of service. Longevity increments are listed below:

<u>Years of Service</u>	<u>Amount of Longevity</u>
11	3.5% of base pay
16	3.5% additional
21	3.5% additional
26	3.5% additional
31	3.5% additional
36	3.5% additional

8.2 Health & Welfare Benefits

a. Effective ~~retroactively to~~ October 1, ~~2022-20256~~, or on the first month after this Agreement is ratified and approved by the Board if after October 1, 2026, the District's cap for classified employees' health and welfare benefits shall be ~~\$17,500~~ \$18,000 ~~\$22,750~~ per benefit year through September 30, ~~2025-20287~~. The District shall contribute, for active employees who meet eligibility requirements, only the actual cost of the employee's chosen plan, up to a maximum of ~~\$17,500~~ \$18,000 ~~\$22,750~~ per benefit year through September 30, ~~2025-20287~~.

b. Effective October 1, 2027, the District's cap for classified employees' health and welfare benefits shall be \$18,500 per benefit year through September 30, 22028. The District shall contribute, for active employees who meet eligibility requirements, only the actual cost of the employee's chosen plan, up to a maximum of \$18,500 per benefit year through September 30, 2028.

c. Should the employee select a plan that costs less than ~~\$17,500~~ \$22,750 ~~maximum contributioion~~ per benefit year, the difference between the plan cost and cap is not paid to the employee. If the cost of the selected plan exceeds the ~~\$17,500~~ \$22,750 ~~cap maximum contribution~~ for any benefit year, the employee must bear the increased cost of such plan.

d. The District's contribution for permanent employees working less than full time shall be based on the formula of taking the percentage of employment by the District's cap. As allowed by the Benefits vendor, married couples or recognized domestic partners who are both unit members covered under the District's health and welfare benefits plan may receive a discounted premium.

~~The health and welfare benefits cap is to be re-evaluated every three years. If the cost increases more than 5% higher than the cap, the Federation and District shall re-open to negotiate an increase in the health and welfare benefits cap.~~
[Unnecessary. The successor CBA is negotiated every three years.]

8.3 Retirement

Classified employees who retire during term of this collective bargaining agreement shall be entitled to purchase continued health, dental, vision and life insurance coverage for the unit member and dependents that insofar as possible are the same plans and contain the same benefits as regular and active classified unit members of the District during the period covered by this benefit, subject to the following eligibility requirements and conditions:

- (a) The minimum age of eligibility shall be 55.
- (b) The employee must have been employed by the District for a period of 10 years.
- (c) During the entire period of this benefit, the retired employee must be actively drawing service retirement from the Public Employees' Retirement System (PERS).
- (d) The employee must have been eligible for and enrolled in the health insurance while an active employee and immediately prior to retiring.
- (e) All health and welfare benefits shall terminate on the last day of the month of the 65th birthday of the retiree.

The health and welfare cap for eligible retirees shall, effective retroactively to October 1, 2022, ~~and continuing through September 30, 2025~~, be \$17,500 per year. The District shall contribute up to \$17,500 towards the cost of the retiree's plan. If the selected plan exceeds the \$17,500 cap for any plan year, the retiree must bear the increased cost of such plan.

Should the retiree select a plan that costs less than \$17,500 per year, the difference between the plan cost and the cap is not paid to the retiree. In the event the benefits cap is increased, the Federation and District will engage in negotiations regarding extending the cap to eligible retirees.

[Updated per terms of 9/2/2025 MOU.]

8.4 Paid Vacations

8.4.1} Vacation leave shall accrue from the date the unit member first renders probationary service, if prior to the 15th day of the month. If probationary service is first rendered after the 15th day of the month, such service shall be deemed to have commenced the first day of the following month. Full credit for vacations, sick leave, holiday benefits, and salary increments will be given for the first calendar month of employment if the beginning date of employment allows fifteen (15) days of employment in that month.

8.4.2} Regular unit members who resign or whose employment is terminated after one (1) year of service shall receive the paid vacation to which they are entitled at the time of severance.

8.4.31 Accrual of Vacation Time – Vacation leave may be accrued by unit members to the limit of the number of days which represents the equivalent of earned vacation for a period of two (2) years. (Example: Maximum earned vacation time allowed would be 44-days for a 20-year unit member)

A review of unit member's vacation balances will occur on or before July 31st. Any unit member who has accumulated vacation days in excess of the 2-year maximum allocation will have their vacation balance reviewed on a monthly basis and will not receive an allocation until the cap has been reached. At that time, the days will be allocated through the remainder of the year.

8.4.42 Taking of Vacation Time– Vacation shall be scheduled with the mutual agreement of the unit member and their supervisor. Unit members shall use vacation time within twenty-four (24) months of the period that vacation time accrued.

8.4.53 Schedule of Earned Vacation– Unit members earn vacation days according to their time of employment:

<u>Years Employed</u>	<u>Number of Hours per Year</u>	<u>Days Earned Per Year</u>
1 - 3	80	10
4 - 5	88	11
6 - 8	120	15
9 – 13	136	17
14 - 16	144	18
17	160	20
18	168	21
19+	176	22

Unit members with less than full-time 10-, 11-, or 12-month assignments earn vacation hours on a pro-rated basis.

8.4.64 Payment in Lieu of Vacation– Effective June 30, 2024, review of a unit member's vacation accrual, any unit member who has accumulated vacation days in excess of the 2-year maximum allocation will receive a one-time payment in lieu of vacation for all hours over the 2-year maximum allocation. The payment shall be made at the unit member's rate in effect as of June 30, 2024. Payment will be made no later than July 10, 2024. Ongoing, unit members with more than 80 hours of accrued vacation may request payment in lieu of vacation on an annual basis. Subject to sufficient accrual of vacation leave, unit members may request payment in lieu of vacation by submitting a completed "Request for Vacation Payout Form" no later than June 15th of each fiscal year. The payment in lieu of vacation shall be paid at the unit member's pay rate in effect as of June 30th.

8.5 Paid Holidays

8.5.1) Unit members shall be entitled to the following paid holidays provided they are in paid status any portion of the workday immediately preceding or succeeding the holiday:

- ☐ **New Year's Day**
- ☐ **Martin Luther King, Jr. Day**
- ☐ **Lincoln's Birthday**
- ☐ **Washington's Birthday**

- ☐ Cesar Chavez Farmworker's Day
- ☐ Memorial Day
- ☐ Juneteenth Day
- ☐ Independence Day
- ☐ Labor Day
- ☐ Indigenous People Day (2nd Monday in October)
- ☐ Veterans Day
- ☐ Thanksgiving
- ☐ Administrative Day (Day After Thanksgiving)
- ☐ Administrative Day (Christmas Eve)
- ☐ Christmas Day
- ☐ Administrative Days (Days between Christmas and New Year's Eve)
- ☐ Administrative Day (New Year's Eve)
- ☐ The District may designate other school holidays for all unit members as it deems appropriate.

[Moved from 8.5.1 below, as modified.]

8.5.2} The Parties agree to observe all holidays listed on the District's Holiday Schedule as published. In the event a holiday falls on an employee's regularly scheduled day off, and the employee is in paid work status the workday prior and following the holiday, that employee shall be granted an additional floating holiday to be taken at a time agreed upon by the employee and the employee's supervisor.

[Moved from 8.5.1 below, without change.]

8.5.3 Prior to the development of the district calendar, the district will seek input from the Federation.

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- ☐ Administrative Day (New Year's Eve)

~~The District may designate other school holidays for all unit members as it deems appropriate.~~
[Moved above as **modified.**]

8.5.32 Restrictions– School recesses during winter and spring breaks shall not be considered holidays for unit members who are normally required to work during that period. When it is announced that college is closed to students and faculty (whether for partial or full day) the college shall also be considered closed for all unit members.

8.6 Emergencies– A small number of emergency employees may be required to work to provide minimum services. Emergency workers will be paid double-time or will be provided compensatory time equal to number of hours worked.

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~~Office of Human Resources and Employee Relations
Antelope Valley College Federation of Classified Employees~~

~~HOLIDAY SCHEDULE~~

Holidays	2023	2024	2025
New Year's Day		Jan. 1	Jan. 1
Martin Luther King, Jr. Day		Jan 15	Jan 20
Lincoln's Birthday		Feb. 16	Feb. 14
Washington's Birthday		Feb. 19	Feb. 17
Cesar Chavez Day		Apr. 1	Mar. 31
Memorial Day		May 27	May 26
Juneteenth Day	Jun. 19	Jun. 19	Jun. 19
Independence Day	Jul. 4	Jul. 4	
Labor Day	Sept. 4	Sept. 2	
Indigenous People Day	Oct. 9	Oct. 14	
Veterans Day	Nov. 10	Nov. 11	
Thanksgiving	Nov. 23	Nov. 28	
Administrative Day	Nov. 24	Nov. 29	
Administrative Day	Dec. 22	Dec. 24	
Christmas Day	Dec. 25	Dec. 25	
Administrative Days	Dec. 26, 27, 28	Dec. 26, 27, 28	
New Year's Eve	Dec. 29	Dec. 31	

ANTELOPE VALLEY COLLEGE FEDERATION
OF CLASSIFIED EMPLOYEES, LOCAL 4683

ANTELOPE VALLEY COLLEGE DISTRICT

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