

**PROPOSAL FROM
THE ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT to the ANTELOPE VALLEY
COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4683
July 7, 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 IX
EDUCATIONAL/PROFESSIONAL DEVELOPMENT PROGRAM**

9.0 Unit members who successfully complete approved course work or equivalent study will receive up to \$100 for the actual cost paid by the employee or student loan acquired by employee of a semester unit or 15 hours of equivalent study or the prorated portion of a semester unit, quarter unit, or equivalent study of less than hours.

The District will annually allocate \$14,000 to fund educational/professional development activities. The committee may opt to disperse the funds annually or semi-annually. If all qualified applicants cannot be funded from the \$14,000 allocation, the committee will establish a procedure for equitable distribution. The committee shall consist of two (2) classified employees selected by the executive board and one administrator selected by the District.

Unused funds will not be carried over from one fiscal year to the next.

9.1 Application & Eligibility

- 1) Unit members must be employed by the District for at least one year to participate in the Educational/Professional Development program.
- 2) Unit members who apply for educational/professional development funds must complete and submit a District application with a copy of final grade(s) report or transcript(s) reflecting successful course completion and original receipt(s) report or transcript(s) reflecting successful course completion and original receipt(s) in a manner specified by the committee.
- 3) The application must include a description of the course work or study to be undertaken, the number of units of funding applied for, a statement describing how the course work or study relates to the unit member's job effectiveness and/or the manner in which the study will support or fulfill the unit member's educational/professional development goals. The Educational/Professional Development Committee shall review course work for approval.
- 4) Approval for released time must be granted by the unit member's immediate supervisor if course work interferes with the employee's normal work schedule.
- 5) Payment for authorized educational/professional development will be made as specified per the committee after verification of eligibility. If a conflict of interest

with a committee member occurs, the committee member shall not be allowed to participate in the approval of their application.

9.2 Staff Development Programs– The sum of \$10,000 shall be set aside for use by unit members for each year of this Agreement. Applications for participation shall comply with normal procedures as established by the Staff Development committee.

[Moved from Article 10.5 as modified.]

ANTELOPE VALLEY COLLEGE FEDERATION
OF CLASSIFIED EMPLOYEES, LOCAL 4683

ANTELOPE VALLEY COLLEGE DISTRICT
