

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**



After a hearing in Unfair Practice Case No. LA-CE-6889-E, *Antelope Valley College Federation of Teachers v. Antelope Valley Community College District*, in which all parties had the right to participate, it has been found that the Antelope Valley Community College District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq.

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Unilaterally changing administrative policies and collective bargaining agreement provisions without providing Antelope Valley College Federation of Teachers (AVCFT) notice or an opportunity to bargain;
2. Discriminating or retaliating against employees for engaging in protected conduct;
3. Dealing directly with bargaining unit employees over terms and conditions of employment;
4. Failing or refusing to promptly provide AVCFT with information necessary and relevant to its representational duties;
5. Interfering with bargaining unit employees' right to be represented by AVCFT; and
6. Denying AVCFT its right to represent bargaining unit employees.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF EERA:

1. Upon AVCFT's request, rescind the District's unilateral changes to and meet and confer with it over any future changes to AP 3434 and to Article VII, section 2.5; Article X, section 3.5.1; and Article XVII, section 4.0 of the 2023–2025 Collective Bargaining Agreement;



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2. Upon AVCFT's request, rescind and expunge from all files it maintains concerning Kathy Osburn and Kent Moser, including their personnel files, the November 6, 2023 Notices of Investigation and all attendant investigatory records;

3. Upon AVCFT's request, rescind and expunge from all files it maintains concerning Amy Andrada, including her personnel file, the April 17, 2024 Conference Summary Memorandum;

4. Upon AVCFT's request, make whole any bargaining unit employees for any financial losses resulting from the District's unfair practices, plus interest accrued to the date of payment at the annual rate of seven (7) percent, compounded daily;

5. Upon AVCFT's request, diligently seek and provide (a) all emails, text communications, and other forms of communication that are in the District's or its employees' possession or control discussing a 25 LHE Cap; (2) the divisions that implemented these limitations and all full-time faculty affected or so limited by the 25 LHE Cap in Fall 2024 and Spring 2025; and (3) all full-time faculty permitted to teach more than 25 LHE in Fall 2024 and Spring 2025.

Dated: 03/17/2026

Antelope Valley Community College District

By: 
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.