

**TENTATIVE AGREEMENT BETWEEN**  
**ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT (AVCCD)**

**AND**

**ANTELOPE VALLEY COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES (AVCFCE)**

WHEREAS, the ANTELOPE VALLEY FEDERATION OF CLASSIFIED EMPLOYEES and the ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT entered into a collective bargaining agreement that is set to expire on June 30, 2021; and

WHEREAS, the parties recognize it is in their mutual best interests to resolve negotiations for a successor agreement in an expedited manner and provide stability to labor relations for the 2021-2022 fiscal year;

THE PARTIES THEREFORE AGREE AS FOLLOWS:

The terms that were in effect in the current collective bargaining agreement for the period of July 1, 2020 through June 30, 2021 shall be maintained status quo for the period of July 1, 2021 through June 30, 2022, thereby extending the terms of the current collective bargaining agreement for a period of one additional year. For the period of July 1, 2021 through June 30, 2022, there shall be no change to the salary schedule, benefits cap, or other economic items already in effect for the period of July 1, 2020 through June 30, 2021. The salary schedule for July 1, 2020 through June 30, 2021 shall be carried over as the salary schedule for July 1, 2021 through June 30, 2022, and unit members shall only receive step, column, longevity, and other benefits in accordance for which they are eligible under the current CBA.

If the District's financial circumstances are such during the period of July 1, 2021 through June 30, 2022 that further budgetary cuts must be considered by the Board in the form of furloughs, the parties agree to reopen this agreement and negotiate regarding potential furloughs. No such reopeners shall occur based on financial circumstances resulting from the District's compliance with PERB Dec. 2618E. Should the Board decide to implement a layoff during the period of July 1, 2021 through June 30, 2022, the parties agree to negotiate regarding the effects of layoff.


This one-year agreement may be modified by the mutual written agreement of the Parties. Special working conditions during the pandemic shall continue to remain subject to separate written side letter agreements between the Parties.

FOR AVCCD

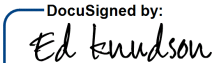
FOR AVCFCE

  
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Bridget L. Cook  
AVCCD Interim General Counsel

Dated: 5/17/2021

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AVCFCE President

Dated: 5/19/2021

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Ed Knudson  
AVCCD President

Dated: 5/17/2021