

**INITIAL PROPOSAL**  
**FROM THE PASADENA AREA COMMUNITY COLLEGE DISTRICT**  
**TO THE**  
**CALIFORNIA FEDERATION OF TEACHERS, LOCAL 6525**

**April 24, 2019**

The collective bargaining proposals submitted by the Pasadena Area Community College District are expressly pursuant to the Educational Employment Relations Act and the parties' collective bargaining agreement. It is the intention of the Pasadena Area Community College District to bargain in good faith over the proposals submitted by the respective parties to the Collective Bargaining Agreement. All articles in the Collective Bargaining Agreement shall be deemed to remain unchanged unless otherwise expressly stated.

**Article 8**  
**Pay and Allowance**

The District will submit proposals, and in light of the uncertainty in the State's funding formula, the District intends to take a conservative approach towards financial issues and offer proposals that allow the District to remain competitive and yet at the same time exercise fiscal responsibility.