

**INITIAL PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
TO THE
PASADENA CITY COLLEGE POLICE OFFICERS ASSOCIATION**

March 12, 2025

The collective bargaining proposals submitted by the Pasadena Area Community College District are expressly for the purpose of negotiating a successor agreement for the period of 2025-2028, pursuant to the Educational Employment Relations Act and the parties' current 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.

Global Changes

The District intends to submit proposals that will bring the dates current, set the effective dates of the agreement including in Article 33 ("Term"), eliminate outdated and obsolete provisions, and correct numbering, formatting and typographical errors throughout the agreement. The District also intends to submit proposals that incorporate and harmonize all ongoing and continuing side agreements into the collective bargaining agreement, and to update appendices consistent with negotiated changes.

**Article 8
Wages**

The District intends to submit proposals regarding salary negotiations for the fiscal years covered under this period.

**Article 15
Holidays**

The District intends to submit proposals to align current language with that of the education code related to working on a scheduled holiday.

**Article 16
Vacation**

The District intends to submit proposals related to vacation requests and grievances.

**Article 17
Bereavement Leave**

The District intends to submit proposals to update language due to changes to the education code related to the maximum number of bereavement day.