

To: Board of Trustees	Date: November 18, 2025
From: Superintendent/President	
Subject: Allan Hancock College District Contract Reopeners with the California School Employees Association Chapter #251 on the Entire Agreement for Fiscal Years 2026-2027 through 2028-2029	Item Number: 13.F.
Institutional Goal: Accreditation Standard III	Enclosures: Page 1 of 3

BACKGROUND

Pursuant to Government Code Section 3547.5 and board policy 7140, the initial proposals for negotiations must be presented in a public board meeting and the public for an opportunity to comment. Copies will be available for public review on the district website, office of the Superintendent/President, and Human Resources office.

The initial proposal of the Allan Hancock Joint College District is presented in accordance with Government Code 3547.5 and board policy 7140.

FISCAL IMPACT

To be determined through negotiations between the Allan Hancock College District and the California School Employees Association Chapter #251.

RECOMMENDATION

Staff recommends that the board of trustees invite the public to forward any comments on the attached proposal to the director, human resources; and to schedule the proposal for public comment at the scheduled board meeting on Dec. 16, 2025, in accordance with board policy 7140.

Administrator Initiating Item: Ruben Ramirez	Final Disposition:
---	--------------------

Allan Hancock Joint Community College District

And

California School Employees Association - Allan Hancock College Chapter #251

Initial Proposals (Sunshine)

November 18, 2025

The following represents the opening proposal from the District to the California School Employees Association Chapter #251. The District reserves the right to add, amend, delete, and/or change any of these proposals.

Article 6: Personnel Files/Evaluations

The DISTRICT has an interest in improving the evaluation process and forms and clarifying language for classified staff.

Article 8: Hours, Overtime, and Allowances

The DISTRICT has an interest in improving the language and process regarding modified work schedules. Additionally, the district **has an interest** to clarify the language regarding rest periods.

Article 9: Pays and Allowances

The DISTRICT **has an interest** to review and clarify the process and propose changes to out-of-class provisions and update language regarding extra work assignment opportunities.

Article 10: Employee Expenses and Materials

The DISTRICT has an interest in reviewing the language regarding safety footwear.

Article 11: Health and Welfare Benefits

The DISTRICT has an interest in reviewing and updating language referring to benefits advisory committee.

Article 12: Holidays

The DISTRICT has an interest in reviewing and clarifying the language regarding pro-rated holiday pay.

Article 13: Vacation

The DISTRICT has an interest in reviewing and clarifying the language regarding pro-rated vacation.

Article 14: Leaves

The DISTRICT has an interest in reviewing and clarifying the language regarding pro-rated leaves.

Article 16: Transfers and Promotions

The DISTRICT has an interest in modifying language regarding transfers and mileage reimbursement.

Article 17: Classification and Reclassification

The DISTRICT has an interest in modifying the reclassification process.

APPENDIX A: Bargaining Unit Position List

The DISTRICT has an interest in removing the list from the contract as it is now included with the salary schedule.

OTHER

In addition to the aforementioned articles, the district and the California School Employees Association Chapter #251 share a mutual interest in rectifying typographical, grammatical, and reference errors throughout the agreement, and other “cleanup” as needed.