

To: Board of Trustees	Date:  November 18, 2025
From: Superintendent/President	
Subject: Public Hearing on the California Federation of Teachers/Part-Time Faculty Association of Allan Hancock College District, Local 6185 Contract Reopeners with the District on the Entire Agreement for Fiscal Years 2026-2027 through 2028-2029	Item Number: 13.C.
Institutional Goal: Accreditation Standard III	Enclosures: Page 1 of 3

**BACKGROUND**

The California Federation of Teachers/Part-Time Faculty Association of Allan Hancock College, Local 6185 proposal for contract reopeners for negotiations with the District is presented at the public meeting of the board of trustees on Nov. 18, 2025. Copies will be available for public review on the district website, office of the Superintendent/President, and Human Resources office.

In accordance with board policy 7140, the public shall have the opportunity to express itself regarding the California Federation of Teachers/Part-Time Faculty Association of Allan Hancock College, Local 6185 contract reopeners for contract negotiations at the Nov. 18, 2025, board of trustees meeting.

**FISCAL IMPACT**

To be determined through negotiations between the California Federation of Teachers/Part-time Faculty Association of Allan Hancock College, Local 6185 and the Allan Hancock College District.

**RECOMMENDATION**

Staff recommends that the board of trustees give reasonable time for any public comment at the scheduled board of trustees meeting on Nov. 18, 2025 on the California Federation of Teachers/Part-time Faculty Association of Allan Hancock College, Local 6185 contract reopeners with the Allan Hancock College District on the entire agreement for fiscal years 2026-2027 through 2028-2029.

Administrator Initiating Item:  Ruben Ramirez	Final Disposition:
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Part-Time Faculty Association of Allan Hancock College

California Federation of Teachers Local 6185

426 E. Barcellus Ave, Suite 103 Santa Maria, CA 93454

Phone: 805-352-0145

To: Ruben Ramirez, Human Resources Director

From: Mark James Miller, President, Part-Time Faculty Association of Allan Hancock College

Subject: 2025—2026 Contract Negotiations

Date: Nov. 6, 2025

Dear Mr. Ramirez,

The Collective Bargaining Agreement between CFT Local 6185 and the Allan Hancock Community College District expires on June 30, 2026. CFT Local 6185 would like to "Sunshine" the following articles of the Agreement with the Board of Trustees for a new 3 year Collective Bargaining Agreement.

CFT/Local 6185/Part-Time Faculty Association has an interest in negotiating the following articles:

Article 11: Compensation. The PFA's stated goal is in achieving progress towards parity compensation with the full-time faculty; the PFA also has an interest in making some changes to the steps on the salary schedule to make them more consistent. (11.2.2) The PFA has an interest in clarifying the language regarding how and when the decision is made to cancel classes due to enrollment and/or when to use the low enrollment option;

Article 12: Workload and Assignments: the PFA has an interest in attaining seniority rights for Non-credit instructors. The PFA has an interest in securing a standard process of how bargaining unit members are scheduled across all departments and disciplines.

Article 14: Office Hours: The PFA has an interest in improving the pay for those holding office hours. The PFA has an interest in securing office hours for certain Noncredit classes.

Article 23: Health benefits. The PFA has an interest in bargaining health benefits for its members reflecting the \$200 million set aside in the state budget for this purpose.

Article 24: The PFA has an interest in addressing the needs of its members in terms of the ever-changing workplace/classroom technology that is necessary for successful instruction.

Other: Cleanup-- The PFA and the administration have agreed that there are typographical and spelling errors in the body of the CBA that need to be corrected.

And any other items that are mutually agreed upon to be included in the negotiation process.