

VICTOR VALLEY COMMUNITY COLLEGE DISTRICT
TO THE
VICTOR VALLEY COLLEGE FACULTY ASSOCIATION
May 1, 2025

The collective bargaining proposals herein by the Victor Valley Community College District to the Victor Valley College Faculty Association, CTA/NEA Chapter 1169, are made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

ARTICLE 25: STRS/PERS REDUCED WORKLOAD PROGRAM (Education Code 87483)

Eligible Full-time faculty of the District may ~~request voluntary reduction of~~ their workload ~~from full-time to no less than a 50% amount of the annual contract part-time~~, and ~~at the same time shall~~ receive full-time service credit for retirement purposes, ~~as well as any other statutory benefits to which they are entitled, as set forth below if the following conditions are met.~~

25.1 CalSTRS Participants:

25.1.1 Faculty members participating in CalSTRS may reduce their workloads up to 50% from full-time to part-time (faculty must maintain a workload of at least 50% while still maintaining other contractual obligations) if they meet the following criteria:

- A. The full-time faculty member must have reached the age of 55 prior to the reduction in workload.
- B. A full-time faculty member must have ~~completed at least ten (10) years of prior credited service under the STRS Defined Benefits program with the District and have~~ been employed ~~in a full-time in a faculty position to perform creditable service under requiring the~~ STRS/PERS Defined Benefits program membership ~~for at least ten years of which the immediately preceding continuously, including sabbaticals and other approved leaves of absence, for each of the~~ five consecutive years ~~immediately preceding the first year in which the member's workload is reduced, without a break in servicewere full-time in a position requiring STRS/PERS membership.~~

Reassigned time may be used to satisfy part, or all, of the workload requirement.

All other duties (committee work, flex days, etc.) shall be commensurate with the percentage of the load the unit member is taking during that academic year.
- C. The option of Partial Contract employment must be exercised at the request of the employee, and can be revoked during the contract year only with the mutual consent of the employer and the full-time faculty member.
- D. The full-time faculty member shall be paid a salary which is a pro-rata share of the salary they would be earning had they not elected to exercise the option of Partial Contract employment, but shall retain all other rights and benefits for which they make the payments that would be required if they remained in full-time employment.

E. Full-time faculty members shall be entitled to employee benefits on a pro-rata basis in relation to percentage of annual contract.

F. The minimum partial contract employment shall be the equivalent of one-half the number of days of service required by the full-time faculty member's contract of employment during their final year of service in a full-time position.

G. Application shall be made annually for voluntary reduction to partial contract employee status.

25.1.2 Faculty shall receive the retirement service credit they would have received if they were employed on a full-time basis (100% load). Their retirement allowance, as well as any other benefits they are entitled to under the State Teachers Retirement System (STRS), shall be based upon the salary they would have received if employed on a full-time basis. In addition, the faculty member will continue to receive the same health benefits as a full-time employee. The maximum duration for this reduction program for any individual faculty member is ten (10) years.

25.1.3 Reduced workloads under this Article shall be in accordance with Education Code Section 87483 and Government Code Section 22713, and subject to the requirements of the CalSTRS guidelines and application. Should the most recent CalSTRS guidelines/application and this contract language conflict, the most current CalSTRS guidelines and application shall prevail as the authority. Should the applicable authority or CalSTRS guidelines change, this article will immediately be reopened for negotiations over any impacts and effects.

25.2 CalPERS Participants:

25.2.1 Faculty members participating in CalPERS may reduce their workloads in accordance with Education Code Section 87483 and Government Code Section 20900, and subject to the CalPERS Guidelines (p. 65) and application.

25.2.2 Should the most recent CalPERS guidelines/application and this contract language conflict, the most current CalPERS guidelines and application shall prevail as the authority. Should the applicable authority or CalPERS guidelines change, this article will immediately be reopened for negotiations over any impacts and effects.

25.3 To ensure timely processing, Faculty are encouraged to submit their intent to participate in the reduced workload program by April 1st.

Victor Valley Community College District

Victor Valley College Faculty Association



Monica Martinez



Todd Scott


David Gibbs (May 29, 2025 09:12 PDT)

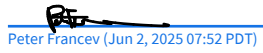
David Gibbs



Jennifer Fowlie



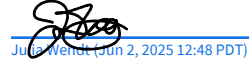
Rex Randall Erickson, Esq.


Peter Francev (Jun 2, 2025 07:52 PDT)

Peter Francev



Daniel Vecchio


Julia Wendt (Jun 2, 2025 12:48 PDT)

Julia Wendt

Dist-Prop-Art-25-Reduced-Workload-2025-05-01

Final Audit Report

2025-06-03

Created:	2025-05-20
By:	Jovanna Meza (Jovanna.Meza@vvc.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAMFEMwieGVaA3_d8Hevs4ExmpKe6ByLf

"Dist-Prop-Art-25-Reduced-Workload-2025- 05-01" History

-  Document created by Jovanna Meza (Jovanna.Meza@vvc.edu)
2025-05-20 - 4:33:26 PM GMT- IP address: 207.233.102.21
-  Document emailed to David Gibbs (david.gibbs@vvc.edu) for signature
2025-05-20 - 4:46:00 PM GMT
-  Email viewed by David Gibbs (david.gibbs@vvc.edu)
2025-05-20 - 5:24:44 PM GMT- IP address: 96.41.60.224
-  New document URL requested by David Gibbs (david.gibbs@vvc.edu)
2025-05-29 - 4:12:07 PM GMT- IP address: 96.41.60.224
-  Email viewed by David Gibbs (david.gibbs@vvc.edu)
2025-05-29 - 4:12:22 PM GMT- IP address: 96.41.60.224
-  Document e-signed by David Gibbs (david.gibbs@vvc.edu)
Signature Date: 2025-05-29 - 4:12:38 PM GMT - Time Source: server- IP address: 96.41.60.224
-  Document emailed to Jennifer Fowlie (jennifer.fowlie@vvc.edu) for signature
2025-05-29 - 4:12:39 PM GMT
-  Email viewed by Jennifer Fowlie (jennifer.fowlie@vvc.edu)
2025-05-29 - 4:55:29 PM GMT- IP address: 47.41.18.236
-  Document e-signed by Jennifer Fowlie (jennifer.fowlie@vvc.edu)
Signature Date: 2025-05-29 - 4:55:48 PM GMT - Time Source: server- IP address: 47.41.18.236
-  Document emailed to peter.francev@vvc.edu for signature
2025-05-29 - 4:55:50 PM GMT

 Email viewed by peter.francev@vvc.edu
2025-06-02 - 1:56:25 AM GMT- IP address: 174.233.74.13

 Signer peter.francev@vvc.edu entered name at signing as Peter Francev
2025-06-02 - 2:52:39 PM GMT- IP address: 207.233.102.21

 Document e-signed by Peter Francev (peter.francev@vvc.edu)
Signature Date: 2025-06-02 - 2:52:41 PM GMT - Time Source: server- IP address: 207.233.102.21

 Document emailed to Daniel Vecchio (Daniel.Vecchio@vvc.edu) for signature
2025-06-02 - 2:52:43 PM GMT

 Email viewed by Daniel Vecchio (Daniel.Vecchio@vvc.edu)
2025-06-02 - 3:01:48 PM GMT- IP address: 47.157.232.214

 Document e-signed by Daniel Vecchio (Daniel.Vecchio@vvc.edu)
Signature Date: 2025-06-02 - 6:36:57 PM GMT - Time Source: server- IP address: 47.157.232.214

 Document emailed to Julia Wendt (julia.wendt@vvc.edu) for signature
2025-06-02 - 6:36:59 PM GMT

 Email viewed by Julia Wendt (julia.wendt@vvc.edu)
2025-06-02 - 7:47:55 PM GMT- IP address: 140.248.48.0

 Document e-signed by Julia Wendt (julia.wendt@vvc.edu)
Signature Date: 2025-06-02 - 7:48:08 PM GMT - Time Source: server- IP address: 140.248.48.93

 Document emailed to Monica Martinez (Monica.Martinez@vvc.edu) for signature
2025-06-02 - 7:48:10 PM GMT

 Email viewed by Monica Martinez (Monica.Martinez@vvc.edu)
2025-06-03 - 5:47:32 PM GMT- IP address: 104.47.56.126

 Document e-signed by Monica Martinez (Monica.Martinez@vvc.edu)
Signature Date: 2025-06-03 - 5:47:49 PM GMT - Time Source: server- IP address: 207.233.102.21

 Document emailed to Todd Scott (todd.scott@vvc.edu) for signature
2025-06-03 - 5:47:51 PM GMT

 Email viewed by Todd Scott (todd.scott@vvc.edu)
2025-06-03 - 5:51:49 PM GMT- IP address: 207.233.102.21

 Document e-signed by Todd Scott (todd.scott@vvc.edu)
Signature Date: 2025-06-03 - 5:52:04 PM GMT - Time Source: server- IP address: 207.233.102.21

 Document emailed to Randy Erickson (rerickson@mcdougallawfirm.com) for signature
2025-06-03 - 5:52:06 PM GMT

 Email viewed by Randy Erickson (rerickson@mcdougallawfirm.com)

2025-06-03 - 5:52:50 PM GMT- IP address: 76.249.142.242

 Document e-signed by Randy Erickson (rerickson@mcdougallawfirm.com)

Signature Date: 2025-06-03 - 5:53:09 PM GMT - Time Source: server- IP address: 76.249.142.242

 Agreement completed.

2025-06-03 - 5:53:09 PM GMT