Status of Negotiations
Victor Valley Community College District and
Victor Valley College Faculty Association (VVCFA)
November 5, 2026

Bargaining Sessions

May 1, 2025	November 20, 2025
May 22, 2025	December 2, 2025
June 5, 2025	March 19, 2026
July 2, 2025	April 30, 2026
September 11, 2025	May 14, 2026
October 2, 2025	June 4, 2026
October 30, 2025	July 21, 2026

Scheduled Sessions

October 15, 2026	January 21, 2027
November 5, 2026	
November 19, 2026	

Memorandum of Understanding (MOU)

Tentative Agreements

Article 25: STRS/PRS Reduced Load	**TA Signed**	**05/01/2025**
Article 26: Leaves	**TA Signed**	**05/01/2025**
Article 27: Effect of Agreement	**TA Signed**	**05/01/2025**
Article 28: Meet & Negotiate	**TA Signed**	**05/01/2025**
Article 29: Renegotiation	**TA Signed**	**05/01/2025**
Article 30:Faculty Prog. Direct.	**TA Signed**	**05/01/2025**
Article 40: Faculty Prog. Direct. (Prev. Art. 30)	**TA Signed**	**03/19/2026**
Article 31: Term (Prev. Art 41)	**TA Signed**	**10/15/2026**
Article XX: Grand Collaboration and Special Projects	**TA Signed**	**10/15/2026**
Article 21: Departments	**TA Signed**	**10/15/2026**

Status of Proposals

By Proposal
District Response Due
Faculty Response Due

MOU: Work Experience

District Proposal	05/22/2025
Faculty Proposal	06/05/2025
District Proposal	06/05/2025
MOU Signed	**06/10/2025**

Article 2: District Rights – Parking Lot/ Possible Impasse

District Proposal	05/01/2025
Faculty Proposal	07/02/2025

District Response Due

Article 7: Grievance Procedures – Parking Lot/ Possible Impasse

District Proposal (w/Appx. B)	05/22/2025
Faculty Proposal	11/20/2025

District Response Due

Article 8: Compensation – (Economic)

Faculty Proposal	05/01/2025
District Proposal	07/02/2025
Faculty Proposal	12/02/2025
District Proposal (w/Art.9, Appx. C)	03/19/2026
Faculty Proposal (w/Art.9, Appx. C)	06/04/2026 - **Regressive**

District Response Due

Article 9: Benefits – (Economic)

District Proposal	07/02/2025
Faculty Proposal	12/02/2025
District Proposal (w/Art.8, Appx. C)	03/19/2026
Faculty Proposal (w/Art.8, Appx. C)	06/04/2026

District Response Due

Article 10: Academic Calendar

District Proposal	05/01/2025
Faculty Proposal	05/01/2025
District Proposal	05/22/2025
Faculty Proposal	11/20/2025
District Proposal	03/19/2026
Faculty Proposal	06/04/2026
District Proposal	07/21/2026
Faculty Proposal	10/15/2026

District Response Due

Article 12: Full-Time Instructional Assignments

Faculty Proposal	05/22/2025
District Proposal (w/Art.13,14,20)	09/11/2025
District Proposal (w/Art.13,14,20)	10/02/2025 – Continued from 9/11
District Proposal (w/Art.13,14,20)	10/30/2025 – Continued from 10/02
Faculty Proposal (w/Art. 13)	04/30/2026

District Response Due

Article 13: Distance Education Instruction and Compensation

Faculty Proposal	05/22/2025
District Proposal (w/Art.12,14,20)	09/11/2025
District Proposal (w/Art.12,14,20)	10/02/2025 – Continued from 9/11
District Proposal (w/Art.12,14,20)	10/30/2025 – Continued from 10/02
Faculty Proposal (w/Art. 12)	04/30/2026
District Proposal	07/21/2026
Faculty Proposal	10/15/2026

District Response Due

Article 14: Non-Instructional Assignment

District Proposal (w/Art.12,13,20)	09/11/2025
District Proposal (w/Art.12,13,20)	10/02/2025 – Continued from 9/11
District Proposal (w/Art.12,13,20)	10/30/2025 – Continued from 10/02
District Proposal	11/20/2025 – Continued from 9/11, 10/2, and 10/30
Faculty Proposal	06/04/2026

District Response Due

Article 15: Full-Time Faculty Evaluations – on hold, pending workgroup

Faculty Proposal	06/05/2025

District Response Due

Article 16: Off-Campus Travel

District Proposal	05/01/2025
Faculty Proposal	05/14/2026
District Proposal	06/04/2026 (emailed)
Faculty Proposal	10/15/2026

District Response Due

Article 18: Voluntary Reassignment

Faculty Proposal	05/01/2025
District Proposal	06/05/2025 (emailed)
Faculty Proposal	05/14/2026
District Proposal	05/14/2026
Faculty Proposal	10/15/2026
District Proposal	10/15/2026

Faculty Response Due

Article 20: Summer and Winter Instructional Assignment

District Proposal (w/Art.12,13,14)	09/11/2025
District Proposal (w/Art.12,13,14)	10/02/2025 – Continued from 9/11
District Proposal (w/Art.12,13,14)	10/30/2025 – Continued from 10/02
Faculty Proposal	12/02/2025
District Proposal	07/21/2026

Faculty Response Due

Article 21: Departments

Faculty Proposal	05/01/2025
District Proposal	06/05/2025 (emailed)
Faculty Proposal	09/11/2025
District Proposal	12/02/2025
Faculty Proposal	03/19/2026
District Proposal	04/30/2026
Faculty Proposal	05/14/2026 (emailed)
District Proposal	07/21/2026
Faculty Proposal	10/15/2026
District Proposal	10/15/2026
TA Signed	**10/15/2026**

Article 25: STRS/PRS Reduced Load

District Proposal	05/01/2025
District Proposal	05/01/2025
TA Signed	**05/01/2025**

Article 26: Leaves

District Proposal	05/01/2025
District Proposal	05/01/2025
TA Signed	**05/01/2025**

Article 27: Effect of Agreement

District Proposal (w/Art.28,29,30)	05/01/2025
District Proposal (w/Art.28,29,30)	05/01/2025
TA Signed	**05/01/2025**

Article 28: Meet and Negotiate

District Proposal (w/Art.27,29,30)	05/01/2025
District Proposal (w/Art.27,29,30)	05/01/2025
TA Signed	**05/01/2025**

Article 29: Renegotiation

District Proposal (w/Art.27,28,30)	05/01/2025
District Proposal (w/Art.27,28,30)	05/01/2025
TA Signed	**05/01/2025**

Article 40: Faculty Program Directors (Previously Art. 30 and renumbered)

District Proposal (w/Art.27,28,29)	05/01/2025
District Proposal (w/Art.27,28,29)	05/01/2025
TA Signed	**05/01/2025**
Faculty Proposal	11/20/2025 (24-Hour Sunshine)
District Proposal	03/19/2026
TA Signed	**03/19/2026**

Article 41: Term (now Article 31)

District Proposal	09/11/2025
Faculty Proposal	10/15/2026
TA Signed	**10/15/2026**

Article XX: Grant Collaboration, Works and Special Projects

Faculty Proposal	05/22/2025
District Proposal	07/02/2025
Faculty Proposal	05/14/2026
District Proposal	06/04/2026
Faculty Proposal	10/15/2026
TA Signed	**10/15/2026**

Appendix B-1: Grievance Procedure

District Proposal (w/Art.7)	05/22/2025
Faculty Response Due	

Appendix C– Salary Schedule (Economic)

District Proposal	07/02/2025
District Proposal (w/Art.8,9)	03/19/2026
Faculty Proposal (w/Art.8,9)	06/04/2026
District Response Due	

By Date

May 1, 2025

District Proposal	Article 2: District Rights
Faculty Proposal	Article 8: Compensation
District Proposal	Article 10: Academic Calendar
Faculty Proposal	Article 10: Academic Calendar
District Proposal	Article 16: Off-Campus Travel

Faculty Proposal	Article 18: Voluntary Reassign.
Faculty Proposal	Article 21: Departments
District Proposal	Article 25: STRS/PRS Reduced Load
District Proposed TA	Article 25: STRS/PRS Reduced Load
District Proposal	Article 26: Leaves
District Proposed TA	Article 26 Leaves
District Proposal	Article 27: Effect of Agreement (Prev. Art.37) Renumber.
District Proposed TA	Article 27: Effect of Agreem. (Prev. Art.37) Renumber.
District Proposal	Article 28: Meet & Negotiate (Prev. Art. 38) Renumber.
District Proposed TA	Article 28: Meet & Negotiate (Prev. Art.38) Renumber
District Proposal	Article 29: Renegotiation (Prev. Art.39) Renumber.
District Proposed TA	Article 29: Renegotiation (Prev. Art.39) Renumber.
District Proposal	Article 30:Faculty Prog. Direct. (Prev. Art.40) Renumber
District Proposed TA	Article 30:Faculty Prog. Direct. (Prev. Art.40) Renumber
TA Signed	**Article 25: STRS/PRS Reduced Load**
TA Signed	**Article 26: Leaves**
TA Signed	**Article 27: Effect of Agreement (Prev. Art.37)**
TA Signed	**Article 28: Meet & Negotiate (Prev. Art.38)**
TA Signed	**Article 29: Renegotiation (Prev. Art.39)**
TA Signed	**Article 30: Faculty Prog. Direct. (Prev. Art.40)**

May 22, 2025

District Proposal	MOU: Work Experience
District Proposal	Article 7: Grievance Procedures (w/Appx. B)
District Proposal	Article 10: Academic Calendar
Faculty Proposal	Article 12: FT Assignments
Faculty Proposal	Article 13: Distance Education
Faculty Proposal	Article XX: Grant Collab
District Proposal	Appendix B-1: Grievance Procedure

June 5, 2025

Faculty Proposal	MOU: Work Experience
District Proposal	MOU: Work Experience
Faculty Proposal	Article 15: Full-Time Faculty Evaluations
District Proposal	Article 18: Voluntary Reassignment (emailed)
District Proposal	Article 21: Departments (emailed)

July 2, 2025

Faculty Proposal	Article 2: District Rights
District Proposal	Article 8: Compensation
District Proposal	Article 9: Benefits
District Proposal	Article XX: Grant Collaboration, Works, & Special Projects
District Proposal	Appendix C: Salary Schedule

September 11, 2025

District Proposal	Article 12: FT Assignments (w/Art.13,14,20)
District Proposal	Article 13: Distance Education (w/Art.12,14,20)
District Proposal	Article 14: Non-Instructional Assignment (w/Art.12,13,20)
District Proposal	Article 20: Summer and Winter (W/Art.12,13,14)
Faculty Proposal	Article 21: Departments
District Proposal	Article 41: Term

October 2, 2025

District Proposal from 9/11 Continued	Article 12: FT Assignments (w/Art.13,14,20)
District Proposal from 9/11 Continued	Article 13: Distance Education (w/Art.12,14,20)
District Proposal from 9/11 Continued	Article 14: Non-Instructional Assignment (w/Art.12,13,20)
District Proposal from 9/11 Continued	Article 20: Summer and Winter (w/Art.12,13,14)

October 30, 2025

District Proposal from 10/2 Continued	Article 12: FT Assignments (w/Art.13,14,20)
District Proposal from 10/2 Continued	Article 13: Distance Education (w/Art.12,14,20)
District Proposal from 10/2 Continued	Article 14: Non-Instructional Assignment (w/Art.12,13,20)
District Proposal from 10/2 Continued	Article 20: Summer and Winter (w/Art.12,13,14)

November 20, 2025

Faculty Proposal	Article 7: Grievance Procedures (w/App. B)
Faculty Proposal	Article 10: Academic Calendar
District Proposal from 10/2 Continued	Article 14: Non-Instructional Assignment (revised)
Faculty Proposal	Article 40: Faculty Program Directors (previously Art. 30)

December 2, 2025

Faculty Proposal	Article 8: Compensation
Faculty Proposal	Article 9: Benefits
Faculty Proposal	Article 20: Summer and Winter
District Proposal	Article 21: Departments

March 19, 2026

District Proposal	Article 8: Compensation (w/Art. 9, Appx.C)
District Proposal	Article 9: Benefits (w/Art.8, Appx. C)
District Proposal	Article 10: Academic Calendar
Faculty Proposal	Article 21: Departments
District Proposed TA	Article 40: Faculty Program Directors (previous. Art. 30)
District Proposal	Appendix C: Salary Schedule (w/Art.8,9)
TA Signed	**Article 40: Faculty Program Directors**

April 30, 2026

Faculty Proposal	Article 12: FT Assignments (w/Art.13)
Faculty Proposal	Article 13: Distance Education (w/Art.12)
District Proposal	Article 21: Departments

May 14, 2026

Faculty Proposal	Article 16: Off-Campus Travel
Faculty Proposal	Article 18: Voluntary Reassignment
District Proposal	Article 18: Voluntary Reassignment
Faculty Proposal	Article 21: Departments (emailed)
Faculty Proposal	Article XX: Grant Collab

June 4, 2026

Faculty Proposal	Article 8: Compensation (w/Art.9, Appx. C)
Faculty Proposal	Article 9: Benefits (w/Art.8, Appx. C))
Faculty Proposal	Article 10: Academic Calendar
Faculty Proposal	Article 14: Non-Instructional Assignments
District Proposal	Article 16: Off-Campus Travel (emailed)

District Proposal	Article XX: Grant Collab
Faculty Proposal	Appendix C: Salary Schedule (w/Art.8,9)

July 21, 2026

District Proposal	Article 10: Academic Calendar
District Proposal	Article 13: Distance Education Instruction & Compensation
District Proposal	Article 20: Summer & Winter Instructional Assignments
District Proposal	Article 21: Departments

July 21, 2026

Faculty Proposal	Article 10: Academic Calendar
Faculty Proposal	Article 18: Voluntary Reassignment
Faculty Proposal	Article 21: Departments
Faculty Proposal	Article 13: Distance Education Instruction & Compensation
Faculty Proposal	Article 16: Off Campus Travel
Faculty Proposal	Article 31: Term (Previous Article 41)
Faculty Proposal	Article XX: Grant Collaboration and Special Projects
District Proposal	Article 18: Voluntary Reassignment
District Proposal	Article 21: Departments
TA Signed	**Article 31: Terms (Prev. Art. 41)**
TA Signed	**Article XX: Grant Collaboration and Special Projects**
TA Signed	**Article 21: Departments**
TA Signed	**Article 18: Voluntary Reassignment**

July 21, 2026

District Proposal	Article 10: Academic Calendar
District Proposal	Article 12: Full-Time Faculty Assignments (W/Art.13,14)
District Proposal	Article 13: Distance Education & Compensation(W/Art.12,14)
District Proposal	Article 14: Non-Instructional Assignments (W/Art.12,13)