



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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SAN LUIS OBISPO COMMUNITY COLLEGE DISTRICT

TENTATIVE AGREEMENT

November 6, 2024

Pending CCFT Ratification and Board of Trustees Approval

The San Luis Obispo County Community College District and the Cuesta College Federation of Teachers have completed negotiations of Article 9.2, Pre-Discipline Investigation, Article 9.3, Notice of Discipline, and Article 9.6 for the 2025-2026 and 2026-2027 academic years. The following article sections will be amended as follows:

Pre-Discipline Investigation

- 9.2 Any matter that could result in the imposition of discipline or any recommendation for disciplinary action shall be brought to the attention of the Superintendent/President. The Superintendent/President or designee shall investigate the matter. Faculty and a representative may request a meeting with the Assistant Superintendent/Vice President, Human Resources for the opportunity to ask questions related to the investigation process.
- 9.2.1 As a part of the investigation, the faculty member shall be notified in writing of the allegations and shall be given an opportunity to respond to the allegations (including a copy of any relevant document on which the allegations are based) and to comment as to the appropriate disposition of the matter. Reasonable efforts will be made to conclude the investigation in a timely manner.

Notice of Discipline

- 9.3 Within 10 days of the conclusion of the investigation, the Superintendent/ President shall give the faculty member a written notice of intended disciplinary action.
- 9.3.1 The notice shall be personally served upon the faculty member and shall be signed for and dated upon receipt, or it shall be sent by email and regular United States mail, addressed to the faculty member at his or her last known address.



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~~9.6 — All information and proceedings regarding any of the above actions or proposed actions, shall be kept as confidential as possible by all parties to the proceeding. The notification to the faculty member and to the faculty member's representative as set forth in sections 9.3.1 and 9.3.2 shall not be deemed a violation of the terms of this section.~~

ACCEPTED AND AGREED TO:

Michael D Mogull

Nov 6, 2024

Michael Mogull
Chief Negotiator
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

Date

Melissa Richerson

Nov 6, 2024

Melissa Richerson
Vice President Human Resources & Labor Relations
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Date