

**TENTATIVE AGREEMENT
BETWEEN
COMPTON COMMUNITY COLLEGE DISTRICT
AND
COMPTON COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES**

February 3, 2026

The Compton Community College District and the Compton College Federation of Classified Employees have completed negotiations for fiscal years 2023-2024, 2024-2025, and 2025-2026 and agree to maintain the current provisions of the CCFCE collective bargaining agreement except as follows:

ARTICLE VI – COMMITTEES

1. The Federation shall **have the right to appoint representatives to serve on as a part of the classified component to all applicable standing committees as part of the classified component as set forth in Board Policy 2510, "Participation in Local Decision Making" (See Appendix B). Federation appointees are expected to attend these standing committees., except in cases of emergency with the consent of the Vice President of Human Resources or designee.** [T.A. 10/3/2023]

ARTICLE VII: LEAVES OF ABSENCE

D. Bereavement Leave

2. **A unit member shall be provided a total of five (5) days paid bereavement leave as authorized by law. The unit member must have been employed by the District for at least thirty (30) days prior to the commencement of the leave and the leave must be completed within three (3) months of the date of the covered family member's death.** [T.A.8/27/25]

- ~~34.~~ For the purpose of this and other pertinent sections of this Agreement "member of the immediate family" is defined as follows: mother, father, grandmother, grandfather, **or a** grandchild, ~~niece or nephew~~ of the employee or of the spouse or registered domestic partner of the employee, and the spouse, registered domestic partner, son, son-in-law, daughter, daughter-in-law, brother, or sister of the employee, ~~or of the spouse and~~ any relative living in the immediate household of the employee. "Registered domestic partner" means a domestic partnership registered with the Los Angeles Registrar-Recorder/County Clerk. The unit member must provide the District with a certified copy of the Statement of Domestic Partnership. Verification for bereavement may be requested by the

immediate supervisor. [T.A. 9/23/25]

- 4.5.** A written request for bereavement leave shall be submitted to the Human Resources Department by the bargaining unit member before or immediately upon return from leave. [T.A. 10/3/23]

F. Disability/Sick Leave

7. In order to receive compensation while absent on sick leave, the employee must notify **their** supervisor of the absence **prior to the first working hour of each day of absence**, unless conditions make notification impossible. The burden of proof of impossible conditions shall be upon the employee.

ARTICLE IX: HOURS OF EMPLOYMENT

A. Workweek and Workday

6. During the term of this Agreement, upon mutual Agreement, the District and the Federation shall meet and negotiate regarding the length of the classified work year. Neither the District nor the Federation is required to agree to such meeting ~~and~~ **and** negotiation. [T.A. 10/3/23]

B. Lunch and Rest Periods

1. **Bargaining unit members working six (6) or more consecutive hours per day are ~~The unit member is~~ entitled to an unpaid, uninterrupted lunch period of not less than thirty minutes. Alternatively, these unit members may elect to take for bargaining unit members working six (6) or more consecutive hours per day or may elect to take an unpaid, uninterrupted lunch period of not more than one (1) hour in the event they extend their provided that he/she extends the work day to nine (9) hours, and such per day and such an arrangement is mutually agreed to and approved by both the employee and his/her their immediate supervisor.** [T.A. 9/19/23]
2. The present lunch and/or rest rooms **shall be ~~are~~ reasonably suitable and accessible to the** bargaining unit members. The District shall make every attempt to give one (1) day notice when the cafeteria will be closed, even if renovation is necessary. [T.A. 9/19/23]

C. Overtime

1. Overtime is defined **under Education Code section 88027 to include as** any time **specifically** authorized by the immediate supervisor **to be** worked in excess of eight (8) hours **in any one day per day or and in excess of** forty (40) hours **in any calendar week, per week, which and** may be required of unit members. Overtime shall be paid on the 10th of the month following the month overtime was worked

except in an instance when overtime was worked after the payroll deadline. In such cases overtime will be paid the following month. [T.A. 10/3/23]

7. Compensatory time off, in lieu of overtime pay, may be taken by the bargaining unit member at ~~his/her~~ **their** discretion subject to the approval of the immediate supervisor. Such compensatory time off shall be taken off on or before the end of the fiscal year in which the overtime was worked. Earned compensatory time not taken before the end of the fiscal year in which overtime was worked shall be paid by the District at the rate earned at the end of each fiscal year. [T.A. 10/3/23]

D. Shift Differential

4. When a member of the bargaining unit is regularly assigned to work up ~~to~~ **to** four (4) hours between 12:00 midnight and 8:00 a.m. for more than two (2) days in the week he/she shall be granted a monthly rate of ten (10) percent above the monthly rate of daytime employees in the same classification. Such rates are not cumulative from year-to-year. Such increase shall be computed at the employee's present rate of pay for the affected classification. [T.A. 9/19/23]

G. Four Day Work Schedule

2. The beginning hour of each unit member will be ~~his or her~~ **their** regularly scheduled beginning hours, the end of the workday will be extended by two (2) hours unless mutual written agreement is reached between the unit member and their immediate supervisor to adjust the start time during the four-day work week schedule. [T.A. 9/19/23]

ARTICLE X: EVALUATION

1. Evaluations shall serve the purpose of assessment of **employee bargaining unit members** based upon performance of their service in regard to adequate or improved services to the **District** and the students, **and in conformance with current law**. Such evaluation shall be in writing on the District approved form. The District evaluation form for **classified employees bargaining unit members** shall be reviewed and approved by the Federation once every two (2) years beginning January 1, ~~1986~~ **2026**. The prior evaluation form shall be used until an agreement is reached on a revised evaluation form. **The District and the Federation shall attempt to complete negotiations on a new evaluation form on or before May 31, 2026, with the objective of implementing the new evaluation form during the 2026-2027 academic year.** Any conflict will be resolved by the Board of Trustees.
5. No evaluation shall be based on any assessment except the direct observation **or credible knowledge** of the supervisor who conducts the evaluation. The evaluator will view and assess each employee according to the evaluation form. There shall be no exception to this rule. [T.A. 10/3/23.]

ARTICLE XIII: LAYOFF

1. Classified employees shall be subject to layoff in accordance with the ~~provisions~~ **provisions** of the Education Code **and related District policy**. All employees recalled after layoff shall be credited with all seniority credited prior to ~~lay-off~~ **layoff**. [T.A. 9/19/23]

ARTICLE XVII – COMPENSATION

1. **Effective July 1, 2022, allocate the total dollar amount of a one-range salary schedule increase applicable to classified unit members currently employed by the District as of the date this Tentative Agreement is approved by the CCFCE and District Board of Trustees identified in the May 2024 Gallagher reclassification study, less the cost of the reclassification study (\$40,000.00), and distribute that remaining total dollar amount as a uniform percentage increase towards each cell on the classified salary schedule equating to an ~~approximate~~ 2% total salary increase for employees in current status. This increase shall be applicable to classified unit members currently employed by the District as of the date this Tentative Agreement is approved by the CCFCE and District Board of Trustees.**

In light of the above District compensation offer, as previously communicated to the CCFCE, the District is unwilling to negotiate any request by the CCFCE for a reclassification/compensation study during the next ten (10) year period following the date this Tentative Agreement is approved by the CCFCE and Board of Trustees.

ARTICLE XVIII – HEALTH BENEFITS

1. **Effective July 1, 2024, increase the maximum health and welfare benefit contribution by \$2,000 (to a maximum of \$17,000) for eligible bargaining unit members. This increase shall be applicable to classified unit members currently employed by the District as of the date this Tentative Agreement is approved by the CCFCE and District Board of Trustees.**

ARTICLE XXI – GENERAL PROVISIONS

1. This Agreement shall remain in full force and effect through **June 30, 2026**, and thereafter shall continue in effect year to year until a successor Agreement is reached. **The parties shall sunshine negotiation articles for the 2026-2027 fiscal year on Article XVII, Compensation; Article XVIII, Fringe Benefits; and four articles selected by each party.**

[The following language to be included in this Tentative Agreement, not in the collective bargaining agreement: "The parties agree to sunshine initial proposals for a successor agreement (for the period commencing July 1, 2026) by or before the October 12, 2026 meeting of the Board of Trustees."]

DATED: 03/12/26

BY: 
Keith Curry (Mar 12, 2026 12:20:37 PDT)
FOR THE DISTRICT

DATED: 2-24-26

BY: 
FOR THE FEDERATION
AMANKWA MCKINZIE

BY: 
ALISTER CADDY

BY: _____

TRAVIS MARTIN
BY: 
IRIS FERNANDEZ