

# Article 1

## Preamble

- 1.1 This is an Agreement by and between the Board of Trustees of the Cabrillo Community College District (hereinafter referred to as "District") and the Cabrillo College Federation of Teachers, Local 4400 CCFT/AFT (hereinafter referred to as "CCFT").
- 1.2 Both parties to this agreement expect that it is a commitment leading to the enhancement of the excellence and prestige of Cabrillo College through the provision of quality education for the students and community served by the college.
- 1.3 This agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549.3 of the California Government Code.
- 1.4 DEFINITION OF TERMS: Unless expressly provided otherwise, the following definitions shall govern the interpretation and construction of this agreement.
  - 1.4.1 The "CCFT" means the Cabrillo College Federation of Teachers, Local 4400 CCFT/AFT.
  - 1.4.2 The "District" means the Board of Trustees of the Cabrillo Community College District.
  - 1.4.3 The "Governing Board" means the Board of Trustees of the Cabrillo Community College District.
  - 1.4.4 The "College" means Cabrillo College.
  - 1.4.5 The "fiscal year" runs from July 1 through June 30.
  - 1.4.6 The 175 day "academic year" runs from the beginning of Flex Week of Fall Semester through the end of Finals Week of Spring Semester and excludes winter session and summer session.
  - 1.4.7 The "academic calendar" is the calendar of teaching days, flex days, and final exam days in the academic year.
  - 1.4.8 A "bargaining unit member" is a non-management, non-confidential academic employee.
  - 1.4.9 "Contract member" means a probationary academic employee.
  - 1.4.10 "Temporary contract member" means a bargaining unit member employed in accordance with Education Code Section(s) 87470, 87478, 87480, 87481, and/or 87482, as applicable.
  - 1.4.11 "Regular unit member" means a tenured academic employee.
  - 1.4.12 "Associate faculty" means a bargaining unit member who is employed for no more than 67 percent of the hours per week considered a full-time assignment for regular employees having comparable duties [Education Code Section 87482.5(a)].
  - 1.4.13 An "associate instructor" is an associate member who is an instructor.
  - 1.4.14 A "standard scheduled class" is defined as a class requiring a minimum number of students taught at the same time in one classroom, and listed in the schedule of classes. "Non-standard scheduled classes" include, but are not limited to, Learning Skills classes, Library 10 classes, Stroke Center classes, and open labs.
  - 1.4.15 A "Dean" means a management employee who is a Dean or the appropriate administrator.
- 1.5 The bargaining unit covered by this Agreement includes every employee of the District who is not designated by the Board as a confidential, classified, or management employee and who is employed by the Board in a position requiring minimum qualifications as established by AB 1725.

- 1.6 Updates to Contracts and Supplements shall be completed within 90 days of final approval of a Contract or Supplement by the Governing Board. The Contract and Supplements will be available online through the Human Resources website at <https://www.cabrillo.edu/human-resources/> and the CCFT website at: <http://www.ccftcabrillo.org/> so that any individual, unit member, the Governing Board, college administrators or other individuals who want to obtain a hard-copy of the Contract may print their own copies as needed at their own expense.