

SIDE LETTER AGREEMENT between the Glendale College Guild,
and the Glendale Community College District (11/29/11)

1. During the Spring 2012 semester, contract faculty may take either partial or full unpaid leave for any reason. Said leave must be requested by January 18, 2012, and must be approved by the appropriate Vice-President, taking into consideration department and student needs. All benefits including sick leave, health and welfare, etc. will be provided consistent with existing Guild contract language.
2. The Guild has a combined credit of \$211,451 from its shares of the Blue Shield rebates in calendar years 2009 and 2010. The Guild agrees to contribute \$102,789 of this towards the deficit. The remaining \$108,662 shall be added into the part-time faculty health insurance pool.
3. The District does not commit to guaranteeing short sessions in the future and this language does not constitute a precedent. The District shall offer a Summer 2012 term with a minimum of 120 classes paid at 80% of "daily rates" for nursing instructors and 80% of "pro-rata" pay for other instructors and librarians, or cost equivalent.
4. The Guild agrees that there shall be no librarians on duty during the Winter 2012 term, that nursing instructors shall be paid at 60% of "daily rates" and instructors shall be paid at 60% of "pro-rata" pay. The District agrees librarians hired prior to July 1, 2002 will be allowed to work the Summer, 2012 session if they choose.
5. With the exception of salary schedules B1 and B2, which shall only be reduced 1%, all salary schedules and stipends in the Guild's collective bargaining agreement with the District shall be reduced by 3.95% during the Fall 2011 and Spring 2012 semesters only. All schedules and stipends shall revert to their current levels at the start of the 2012-13 academic year. A partial-year implementation of this reduction shall be adjusted proportionately over the remaining pay days in the 2011-12 fiscal year to meet the 1% and 3.95% annualized rates. These reductions anticipate a "Tier 2" mid-year funding cut from the state government.
6. In consideration of these pay reductions, each contract instructor (including division chairs) shall receive banked time of one and one-half load hours or proportionate amount if less than full-time. These load hours shall not count towards the limit on the total number of load hours that instructors may have banked at one time. Except in cases of resignation, termination, retirement, or death, these load hours shall be used no earlier than the Fall 2012 semester.
7. Likewise, contract faculty members in Student Services shall receive 56 banked hours. These banked hours shall not count towards the limit on the total number of banked hours that such faculty may have banked at one time. Except in cases of resignation, termination, retirement, or death, these banked hours shall be used no earlier than the Fall 2012 semester. All time taken shall be coordinated with the appropriate College administrator.
8. If the mid-year funding cut is at "Tier 1", adjustments will be made so that the 1% and 3.95% pay reductions shall be 0% and 2.95%, respectively. Also, the one and one-half load hours and 56 banked hours shall be reduced to one load hour and thirty-seven and one-third hours, respectively.
9. The District agrees that the Guild has contributed its "proportionate share" of the deficit, and that the Guild does not "owe" any money, nor have any "debit" upon entering the next round of salary negotiations. Likewise, the Guild agrees that it does not have any remaining "credit" that may be used upon entering the next round of salary negotiations.
10. The Guild and the District agree not to make a parity adjustment to schedule B1 for 2011-12. The additional cost related to this agreement has been included in calculating the pay cuts in item #5 above.
11. If the mid-year funding cut is at the "Tier 2" level, all items in this agreement remain in effect and form the base from which additional negotiations shall proceed. If additional pay cuts are made, and any other employee groups receive additional considerations in 2011-12, the Guild and the District shall negotiate additional banked hours for contract faculty.



Michael Allen, Chief Negotiator
Glendale College Guild



Jewel Price, Chief Negotiator
Glendale Community College District

11-29-11