A contract librarian, with the approval of the Division Chairperson, Dean, and the Vice President of Student Services, who accepts a weekly overload of twenty (20) percent (7 hours) or less of her/his regular weekly assignment for a semester, may elect to "bank" those hours in lieu of additional compensation subject to the following provisions

A. The employee must designate hours to be banked prior to the beginning of the term in which they will be earned.

B. Any overload hours worked in excess of the hours designated in advance for banking shall be compensated at his/her current hourly rate or with compensatory time off.

C. Banked hours will be used in minimum increments of 20% (7 hours) of a full time library assignment. The reduced assignment must be used in a uniform and consistent manner for the length of the term. No librarian shall accrue more than two semesters of banked hours.

D. An employee must notify the District of his/her intention to spend banked time by the due date of the first rollover for the following semester. If utilization of banked time would jeopardize library services, the District may postpone use for up to two semesters.

E. If two or more librarians desire to spend banked hours and the District determines that not all requests can be accommodated, first priority shall be given to employees who have not previously used banked hours. Further determination will be based on seniority or the time may be divided by the mutual agreement among those applying.

F. Banked hours may be used in conjunction with a sabbatical leave. However, the compensation from such a combination shall not exceed the employee's regular salary. In addition, the duration of paid leave from such a combination shall not exceed one year.

G. Health and welfare benefits and STRS contributions shall be the same as if the employee's total assignment, including the banked hours, had been worked. Banked hours shall count toward retirement and shall be considered paid District service during the period that they are used.

H. In the event of an employee's resignation, retirement, or death, the District shall reimburse the employee or her/his estate at the current hourly rate of compensation for any unused banked hours. These are the only instances where banked hours may be cashed out.

I. The District shall provide an annual statement of accumulated banked hours to all library faculty who have participated.

J. Banked hours may ~~not~~ be earned during any intersession. Banked hours may be utilized to meet Fall and Spring load requirements but may not be utilized in intersessions.

Ron Nakasone,
Chief Negotiator, Glendale Community College

Mike Allen,
Chief Negotiator, Glendale College Guild

On March 21, 2013, the District and the Guild tentatively agree to change Article VI as indicated below:

Section 11. Load Banking for Counselors
A contract employee with the approval of the organizational unit manager and the division chair, who accepts a summer work overload of 35 or more hours, outside of the 190 contract days, may elect to bank 35 or more of those hours in lieu of additional compensation subject to the following provisions:

A. ~~1.~~ The employee must designate the hours to be banked prior to the summer in which they will be earned.

B. ~~2.~~ Any overload hours worked in excess of the hours designated in advance for banking shall be compensated at her/his current hourly pay rate or with compensatory time off.

C. ~~3.~~ Banked hours will be used in minimum increments of 20% (7 hours) of a full-time counseling semester assignment. The reduced hours must be used in a uniform and consistent manner for the length of the semester. No counselor may spend banked hours to take off more than two consecutive semesters of a full assignment.

D. ~~4.~~ An employee must notify the District of his/her intention to spend banked time by the due date of the first rollover for the following semester. If utilization of banked time would jeopardize the program in the counselor's organizational unit, the District may postpone use for one semester.

E. ~~5.~~ If two or more employees from the same Student Services organizational unit desire to spend banked hours and the district determines that not all requests can be accommodated, first priority shall be given to employees who have not previously used banked hours. Further determination will be based on seniority or the time may be divided by the mutual agreement among those applying.

F. ~~6.~~ Banked Hours may be used in conjunction with a sabbatical leave. However, the compensation from such a combination shall not exceed the employee's regular salary. In addition, the duration of paid leave from such a combination shall not exceed one year.

G. ~~7.~~ Health and welfare benefits and STRS contributions shall be the same as if the employee's total assignment, including the banked hours, had been worked. Banked hours shall count toward retirement and shall be considered paid District service during the period that they are used.

H. ~~8.~~ In the event of an employee's resignation, retirement, or death, the District shall reimburse the employee of her/his estate at the current hourly rate of compensation for any unused banked hours. These are the only instances where banked hours may be cashed out.

I. ~~9.~~ The District shall provide an annual statement of accumulated banked hours to all counselors who have participated. Banked hours are not interchangeable with compensatory time either in the manner in which they are earned or the manner in which they are spent.

J. ~~10.~~ Banked hours may be earned during any intersession. Banked hours may **only** be utilized ~~to meet~~ **between the start of** Fall **semester** and **the end of** Spring **semester** ~~load requirements but may not be utilized in intersessions~~.

Section 12. Load Banking for Library Faculty

to be mailed by U.S. mail to the employee's last known address. They shall receive one tenth of their annual pay for service performed for months September through May. The tenth month of service shall be performed in June and August and shall be pro-rated for pay warrants issued the
first (1st) working day of July and September.

Pay warrants for ~~the college specialists, and~~ faculty facilitators shall be issued by the first (1st) working day of each calendar month July through June. The annual salary shall be divided equally among the twelve (12) monthly pay periods. Librarians may be assigned to a twelve (12) month contract in which case the pay periods shall be in accordance with this provision.

All contract faculty shall have the option of their pay warrants being directly deposited into an account of their choice. Once designation to a particular account is made, it shall continue in subsequent years unless revoked in writing by the employee. All adjunct faculty shall have the option of their pay warrants being directly deposited into an account of their choice provided the following criteria is met:

The employee has worked at least one-semester in each of the previous three school years or four consecutive semesters (excluding summer).

Michael Allen
Chief Negotiator, Glendale College Guild

Ron Nakasone
Chief Negotiator, Glendale Community College District

Tentative Agreement -- 3/28/13

[**Section 14. ~~College~~ Reading Specialists 96**
is how the entry in the table of contents needs to be amended under Article VIII, in order to reflect:]

Section 14. ~~College~~ **Reading** Specialists

A. The ~~College~~ **Reading** Specialists' calendar month salaries shall be determined by their placement on the Instructor's Salary Schedule times the appropriate following ratio:

1. 1st year 1.010
2. 2nd year 1.040
3. 3rd year 1.070
4. 4th year 1.100
5. 5th year 1.130

NOTE: The initial placement on this ratio schedule shall be based on years of service in the District.

...

Section 17. Paydays

Pay warrants for regular contract instructors, counselors, librarians, faculty coordinators including nurses and student personnel workers, specified in Section 1 of this Article shall be issued by the first (1st) working day of the calendar month beginning in October and concluding in July with the July warrant (only) to be mailed by U.S. mail to the employee's last known address. The annual salary shall be divided equally among the ten (10) monthly pay periods.
~~College~~ **Reading** specialists may be assigned to a ten (10) month contract in which case the pay periods shall be in accordance with this provision.

Pay warrants for contract counselors shall be issued by the first (1st) working day of the calendar month beginning in September and concluding in July with the July warrant (only)

Mass Communications	15	
Materials and Processes	21	
Mathematics	15	
Media Arts	~~21~~	**18**
Metallurgy and Metals	21	
Music	15	
Nursing Science	19	
Oceanography	15	
Paleontology	15	
Parent Education – Continuing Education	24**	
Philosophy	15	
Photography	16	
Physical Education	19	
Physical Science	15	
Physics	15	
Political Science	15	
Psychology	15	
Quality Assurance and Quality Control	18	
Real Estate	15	
Recreation Leadership	19	
Social Science	15	
Sociology	15	
Speech Communications	15	
Student Development	15	
Technical Education	21	
Television	21	
Theater Arts	15	
Welding	21	

* Lab lecture Hour Equivalent (LHE) is 2/3:1 Lab lecture hour
** Compressed Load

For State Teachers' Retirement System reporting, the following standards will be established for annual base hours for part-time employees:

Classification Code	Base Hours
01 -- Lab Instructor	595 hours
02 -- Lecturer/General Instructor	595 hours
03 -- Adult Education Instructor	875 hours
04 -- Librarian	1,050 hours
05 -- Counselor	1,050 hours

Date of Agreement 5/9/13

Ron Nakasone,
Chief Negotiator, Glendale Community College

Mike Allen,
Chief Negotiator, Glendale College Guild

The Glendale Community College District and the Glendale College Guild tentatively agree the load chart portion of Article VI, Section 4 of their collective bargaining agreement as follows:

SUBJECT	LOAD	
Accounting	15	
Administration of Justice	15	
Alcohol & Drug Abuse	15*	
Anthropology	15	
Architecture	21	
Art	16	
Art History	15	
Astronomy	15	
Aviation and Transportation	24	
Biology	15	
Business Administration	15	
Business Computers Continuing Education	24**	
Business Office Skills Continuing Education	~~30**~~	**24****
Computer Applications and Business Office Technologies	15	
Chemistry	15	
Child Development	15*	
~~Clerical Continuing Education~~	~~25**~~	
Clothing and Textiles	21	
Composition (English)	14	
Computer Aided Manufacturing	21	
Computer Integrated Manufacturing	21	
Computer Science and Information Systems	15	
Cooperative Education	21	
Culinary Arts	18	
Dance	19	
Developmental Skills Continuing Education	~~30**~~	**24****
~~Drafting/Engineering~~	~~21~~	
Economics	15	
Educational Media Technology	21	
Electronics and Computer Technology	18	
Emergency Medical Tech. - Ambulance or non-ambulance	24	
Engineering	**15**	
Engineering Technology	**21**	
English (except Composition Courses)	15	
English as a Second Language – Credit	15	
English as a Second Language – Continuing Education	~~24**~~	**21****
Environmental Technology	**15***	
Ethnic Studies	15	
Fashion	24	
Fire Technology	15	
Foreign Language	15	
Geography	15	
Geology	15	
Health	15*	
History	15	
Hotel and Restaurant Management	18	
Humanities	14	
Industrial Technology	**21**	
Kinesiology	**15***	
Lifelong Learning Continuing Education	24**	
Machine Technology	21	

The Glendale College Guild and the Glendale Community College District agree to amend Article VI, Section 1 of their collective bargaining agreement as indicated below:

ARTICLE VI -- HOURS

Section 1. Basic Hours

All individual daily schedules (including office hours) shall be submitted to the appropriate Vice-President for approval. All faculty shall spend as much time as necessary, both on campus and off campus, to properly perform their instructional and professional duties, including but not limited to preparation and planning; professional reading; reviewing and evaluating students' work, and conferring with students, administration and staff. In addition, contract faculty shall spend as much time as necessary, both on campus and off campus, to perform professional duties including, but not limited to curriculum development, governance participation, and attending to department, division, college, and committee duties and meetings. In performing these duties, contract faculty may be obligated to be present on campus during a Monday, Tuesday, Wednesday, Thursday and/or Friday, regardless of whether their primary assignment is a 4- day schedule. Non-scheduled hours may be fulfilled off-campus.

During their work year, each full-time faculty member in Student Services shall be ~~scheduled~~ **on-duty** for ~~a minimum of~~ thirty-five (35) hours per week. Some of these ~~scheduled~~ **on-duty** hours may be performed off campus, with the approval of the Vice President of Student Services or designee. Contract faculty in Student Services who are working less than full-time during their work year, shall have the amount of these ~~scheduled~~ **on-duty** hours reduced proportionally.

[The rest of section 1 shall remain as is]

Date 4/11/13

Michael Allen	*Ron Nakasone*
Chief Negotiator, Glendale College Guild	*Chief Negotiator, Glendale Community College*

The Glendale Community College District and the Glendale College Guild tentatively agree to add the following section to the end of Article XI, Section 1 of their collective bargaining agreement. These provisions shall only be effective for the opt-out months of **July, 2013 through December, 2013.**

F. All eligible employees should have health coverage in either a District plan or a plan provided through a spouse or domestic partner who does not work for Glendale Community College District. An employee that is eligible for a District-paid health plan and is covered by another health plan through a spouse or domestic partner may voluntarily opt out of the District plan. This employee will be paid **the amount listed in the chart below** for each month he/she is eligible for a District-paid health plan but is not covered.

Number of employees opting-out	**Monthly incentive amount**
7 or fewer	**$250**
8 or 9	**$400**
10 or more	**$500**

The employee shall receive the money in a stipend check, and if they do, the stipend will be paid in January and July for the previous six months' accumulation.

To participate in this option, the employee must show proof of coverage from the other health plan and the stipend will be effective on the first working day of the subsequent month. If an employee is receiving this stipend and loses health coverage through his/her spouse or domestic partner, he/she will be required to be re-enrolled in one of the District's plans on the first working day of the subsequent month of the loss of coverage and the stipend will end in the month of the termination of the other plan. To be re-enrolled in a District plan, the employee must show proof of termination from the other health carrier within 30 days of termination.

Date of Agreement 3/21/13

Ron Nakasone,
Chief Negotiator, Glendale Community College

Mike Allen,
Chief Negotiator, Glendale College Guild

Tentative Agreement -- 2/28/13

Article VI, Section 3-C. Adjunct Faculty Conferencing Times

1. Credit adjunct faculty members will be responsible for holding the student conferencing hours outlined on the table below for fall and spring semesters only:

Weekly Student Contact Hours	Weekly student conferencing time	
3 - 5.5	0.67 hours	(2/3 hour)
6 - 8.5	1.33 hours	(1 1/3 hours)
9+	2 hours	

2. All student conferencing hours are to be paid at the instructional rate of Appendix B2 Adjunct Hourly for semester classes. Conference pay shall be determined by taking the schedule placement X (from Appendix B2) weekly conference hours x 17.5 divided by 5 = monthly pay for conference hours. All adjunct faculty with a student conferencing hour obligation will be required to post their conferencing hours and meeting location(s) in their course overview or they may present this information to students in written form within seven days after the first day of instruction. Adjunct faculty who share an office on campus or have an office in an office suite must post their conferencing times outside the office door.

3. Adjunct faculty may hold their conferencing times in blocks of less than one hour, **but** ~~A~~adjunct faculty conferencing time blocks shall not be shorter than fifteen minutes.

4. Adjunct faculty are not required to hold their conferencing hour in an office. Conferencing time may be held in reasonable on-campus location.

5. Adjunct faculty ~~who are assigned more than one conferencing hour per week,~~ may hold ~~one hour of~~ **all of their** conferencing time on the Internet each week using ~~designated~~ software approved by the Academic Senate ~~through the District's computer system.~~ ~~If all of an adjuncts instructor's teaching assignments are identified as online courses in the schedule of Classes, then that instructor may hold the entirety of their conferencing time online.~~

6. Adjunct faculty time blocks and locations shall be reviewed for contract compliance and approved by each division in a manner determined by the division.

7. Division offices shall keep available for public information the current scheduled conferencing times and locations for all adjunct faculty within the division.

8. Adjunct faculty may request of the appropriate division chair to waive their conferencing hour obligation for only one semester. The Office of the Vice-President of Instruction may grant any ongoing waiver suspending the conferencing hour(s) obligation for an adjunct faculty member. Evaluations of an adjunct instructor's performance will include documentation regarding compliance with holding scheduled conferencing times. The fact that an adjunct faculty member has requested or received a waiver of the conferencing time shall not be mentioned in any official evaluation. Credit adjunct faculty paid on Appendix B1 who are also classified employees of the District will be responsible for holding conferencing times outside their normally scheduled work assignments.

9. District administrative, classified management, and confidential employees will be paid on Appendix B2 and qualify for office hours if they teach as ~~a~~ credit adjunct faculty.

Michael Allen	*Ron Nakasone*
Chief Negotiator, Glendale College Guild	*Chief Negotiator, Glendale Community College*

This side letter agreement between the Glendale Community College District (hereafter "District") and the Glendale College Guild (hereafter "Guild") reflects the agreement regarding salary concessions for the 2012-13 year. This agreement supersedes all previous salary agreements for 2012-13.

1) There shall be a 5.00% cut (5.50% for counselors and student personnel workers) to the November 2012 and December 2012 faculty paychecks. In addition, there shall be a 2.50% cut to the July, 2013 faculty paychecks for all pay except division chairs, contract counselors and student personnel workers. For division chairs, there shall be a 3.75% cut to their July, 2013 paycheck, while there shall be a 2.75% cut to the July, 2013 paycheck of contract counselors and student personnel workers. Paychecks for July, 2013 shall be accompanied by a written explanation of the cut.

2) On the condition that the other parties to the Blue Shield rebate for 2011 contribute their share to closing the college's budget gap, the Guild likewise agrees to contribute its share.

3) During the Spring 2013 semester, contract faculty may take either partial or full unpaid leave for any reason. Said leave must be requested by January 18, 2013 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.

4) The Guild agrees that there shall be no librarians on duty during the Winter 2013 term, that nursing instructors shall be paid at 80% of "daily rates" and instructors shall be paid at 80% of "pro-rata" pay. The District agrees that all contract librarians hired prior to July 1, 2002 shall be allowed to work the Summer, 2013 session if they so choose.

5) Section 16-A-8 of Article VIII in the Guild's collective bargaining agreement shall not be changed.

6) Each contract instructor (including division chairs) shall receive banked time of one-half of a load hour. 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 2013 semester.

7) Likewise, contract faculty members in Student Services shall receive 17 banked hours, or proportionate amount if less than full-time. 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 2013 semester. All time taken shall be coordinated with the appropriate College administrator.

8) The District shall fill the July 1, 2012 to December 31, 2013 gap in funding for the adjunct healthcare pool.

9) This side letter replaces the preliminary side letter concerning faculty salaries for 2012-13. which was approved in October, 2012.

Date of Agreement 5/9/13

Ron Nakasone,

Mike Allen,

MEMORANDUM OF UNDERSTANDING

The Glendale College Guild and the Glendale Community College District hereby agree to the following set of items:

#1) Effective July 1, 2013, the following change shall be made in their collective bargaining agreement:

Article VIII, Section 3. Intersession - Pay
A. Instructional Contract Employee

In accordance with the approved calendar, the District may offer up to three intersessions ("short session"). ***All*** *~~I~~instructors ~~who are paid under Appendix 'A' during the regular academic year~~ shall.~~remain~~* ***be paid*** *under* ***the appropriate schedule in*** *Appendix 'A* ***B****' of this agreement* ***based on the load for that subject*** *~~but shall be, limited to a maximum of step 8 of the applicable class. Intersession pay shall be calculated on the actual teaching hours in relation to a full time equivalent load calculated at 1.67 months. All intersession hours in excess of sixty percent (60%) of a full time load (as defined in Article VI, Section 4) shall be paid at the hourly rate. For purposes of this annual 60% load limitation, the year begins with the first summer session.~~ The number of hours that constitute a full-time teaching load during intersession shall be six (6) times the number of hours on the teaching load chart in Article VI, Section 4. Any lecture or laboratory hours in excess of said load shall not exceed six (6) hours per week, except by special approval of the Vice President of Instructional Services.*

For intersession instruction, adjunct instructors shall be placed on the appropriate salary table in Appendix B according to the following chart, based on the adjunct instructor's placement on tables B1/B2 in the previous primary semester:

B1/B2 Placement			***Intersession Placement***	
Column	***Step***		***Column***	***Step***
Class I	Step 1		**Class II**	Step 4
	Step 2			Step 5
	Step 3			Step 6
	Step 4			Step 7
	Step 6			Step 8
Class II	Step 1		**Class III**	Step 4
	Step 2			Step 5
	Step 3			Step 6
	Step 4			Step 7
	Step 6			Step 8

Class III	Step 1		**Class IV**	Step 4
	Step 2			Step 5
	Step 3			Step 6
	Step 4			Step 7
	Step 6			Step 8
Class IV	Step 1		**Class V**	Step 4
	Step 2			Step 5
	Step 3			Step 6
	Step 4			Step 7
	Step 6			Step 8

* adjunct instructors are not eligible for the doctoral columns in the intersession salary tables of Appendix B.

SCHEDULE B-14 (to be used to determine intersession pay in subjects loaded at 14)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	Doctorate
4	68.12	71.18	74.40	77.77	81.30	83.92
5	70.65	73.84	77.18	80.68	84.39	87.00
6	73.28	76.60	80.08	83.72	87.54	90.16
7	76.02	79.47	83.07	86.88	90.85	93.47
8 and up	78.87	82.46	86.22	90.17	94.30	96.92

SCHEDULE B-15 (to be used to determine intersession pay in subjects loaded at 15)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	Doctorate
4	63.58	66.43	69.44	72.58	75.88	78.32
5	65.94	68.92	72.04	75.31	78.76	81.20
6	68.40	71.49	74.74	78.14	81.71	84.15
7	70.95	74.17	77.53	81.08	84.80	87.24
8 and up	73.61	76.96	80.47	84.16	88.02	90.46

SCHEDULE B-16 (to be used to determine intersession pay in subjects loaded at 16)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	Doctorate
4	59.60	62.28	65.10	68.04	71.14	73.43
5	61.82	64.61	67.54	70.60	73.84	76.13
6	64.12	67.02	70.07	73.26	76.60	78.89
7	66.51	69.54	72.69	76.02	79.50	81.79
8 and up	69.01	72.15	75.44	78.90	82.52	84.81

SCHEDULE B-18 (to be used to determine intersession pay in subjects loaded at 18)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	Doctorate
4	52.98	55.36	57.87	60.48	63.23	65.27
5	54.95	57.43	60.03	62.75	65.63	67.67
6	57.00	59.57	62.28	65.12	68.09	70.13
7	59.12	61.81	64.61	67.57	70.66	72.70
8 and up	61.34	64.14	67.06	70.13	73.35	75.38

SCHEDULE B-19 (to be used to determine intersession pay in subjects loaded at 19)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	Doctorate
4	50.19	52.45	54.82	57.30	59.90	61.83
5	52.06	54.41	56.87	59.45	62.18	64.11
6	54.00	56.44	59.01	61.69	64.51	66.43
7	56.01	58.56	61.21	64.01	66.95	68.87
8 and up	58.12	60.76	63.53	66.44	69.49	71.42

SCHEDULE B-21 (intersession pay in subjects loaded at 21 shall be the higher of the figures in Schedule B-21 and Schedule B-2012 at class II, step 6)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	Doctorate
4	45.41	47.45	49.60	51.84	54.20	55.94
5	47.10	49.23	51.46	53.79	56.26	58.00
6	48.85	51.06	53.39	55.82	58.36	60.11
7	50.68	52.98	55.38	57.92	60.57	62.31
8 and up	52.58	54.97	57.48	60.11	62.87	64.61

SCHEDULE B-24 (intersession pay in subjects loaded at 24 shall be the higher of the figures in Schedule B-24 and Schedule B-2012 at class II, step 6)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	Doctorate
4	39.73	41.52	43.40	45.36	47.42	48.95
5	41.21	43.07	45.02	47.07	49.22	50.75
6	42.75	44.68	46.71	48.84	51.07	52.59
7	44.34	46.36	48.46	50.68	53.00	54.53
8 and up	46.01	48.10	50.29	52.60	55.01	56.54

SCHEDULE B-2012 (this schedule is fixed and is not subject to future changes)

STEP	CLASS II	CLASS III	CLASS IV	CLASS V
4	48.68	50.79	53.03	55.27
5	50.79	53.03	55.27	57.63
6	53.03	55.27	57.63	60.10
7	55.27	57.63	60.10	62.65
8	57.15	59.59	62.14	64.78

#2) *Article VI, Section 20. Work Years*

*~~1.~~ **A.** The academic year shall be defined as that period between the 1st day of a fall semester and the last day of the following spring semester excluding any intersession term.*

*~~2.~~ **B.** No faculty members shall obtain regular classification with respect to employment in any intersession, and service in connection with such employment shall not be included in computing the service required as a prerequisite to attainment of, or eligibility for, classification as a regular employee of the district.*

*~~3.~~ **C.** Each ~~10 month~~ **contract** counselor shall be on duty 190 days at 7 hours each day according to the ~~10 month~~ Counselor's **work year** ~~Calendar~~ (Appendix C4). In addition, depending on need and available resources, each counselor may work, upon mutual agreement with the District, a block of 21 additional 7 hour days during the months of July and August. These days shall be reimbursed at a per diem rate of pay based on Appendix A annual salary **capped at Step** 8.*

*D. Each contract librarian shall be on duty for 35 hours per week during the primary semesters, fall and spring, which coincide with the instructional calendar. In addition, depending on need and available resources, they shall work 180 hours, **at 65% of their monthly pay rate from Schedule A** ~~the pro rata rate currently in use (one months salary,~~ capped at Step 8, times 1.67~~)~~. All librarians hired prior to July 1, 2002 shall be required to work the additional 180 hours. At least one (1) contract librarian shall be on duty during each short **session**~~. semester~~. Each librarian may work, upon mutual agreement with the District and depending on need and resources, an additional 144 hours block, at **65% of their monthly pay rate from Schedule A (capped at Step 8) times 1.33** ~~the pro rata rate~~.*

E. Each contract non-reading specialist shall be on duty for 35 hours per week during the primary semesters, fall and spring, which coincide with the instructional calendar. Their work during intersessions, if any, shall be paid per hour at 65% of their annual pay rate from Schedule A (capped at Step 8) divided by 1085 (the number of their on-duty hours per instructional year).

*~~E.~~ **F.** Each Division Chair shall work 201 days according to the Division Chair Calendar (Appendix D).*

#3) Effective July 1, 2013, the contract faculty salary table shall be increased by 2% to:

APPENDIX A
GLENDALE COMMUNITY COLLEGE
INSTRUCTORS ANNUAL SALARY SCHEDULE
Effective JULY 1, 2013

STEP	CLASS	CLASS II	CLASS III	CLASS IV	CLASS V
	Bach.	Bach. + 42 Units or Master	Bach. + 56 Units +MA	Bach. + 70 Units +MA	Bach. + 84 Units +MA or Doctorate
4	52,817	55,190	57,688	60,298	63,037
5	54,783	57,256	59,846	62,562	65,431
6	56,821	59,392	62,091	64,918	67,880
7	58,942	61,621	64,412	67,363	70,447
8	61,156	63,938	66,852	69,914	73,122
9	63,455	66,351	69,382	72,563	75,900
10	65,847	68,854	72,009	75,316	78,791
11	68,332	71,458	74,741	78,176	81,789
12	70,913	74,172	77,582	81,158	84,912
13	73,604	76,996	80,538	84,260	88,163
14		76,996	80,538	84,260	88,163
15		76,996	80,538	84,260	88,163
*16		79,194	82,844	86,677	90,696
*17			82,844	86,677	90,696
*18			82,844	86,677	90,696
*19			85,220	89,167	93,307
*20				89,167	93,307
*21				89,167	93,307
*22				91,732	95,995
*23					95,995
*24					95,995
*25					98,764
*26					98,764
*27					98,764
*28					101,615
*29					101,615
*30					101,615
*31					104,554

Doctoral Stipend is $2,030 annually

In addition, the following change shall be made to Article VIII:

Section 13. Counselors

A. ~~Counselors shall be employed for ten (10) calendar months.~~ Counselors' calendar month salaries shall be determined by their placement on the Instructor's Salary Schedule times the appropriate following ratio:

1. *1st year ~~1.010~~* ***1.0000***
2. *2nd year ~~1.040~~* ***1.0196***
3. *3rd year ~~1.070~~* ***1.0490***
4. *4th year ~~1.100~~* ***1.0784***
5. *5th year ~~1.130~~* ***1.1078***

NOTE: The initial placement on this ratio schedule shall be based on years of service in the District.

Section 14. ~~College~~ ***Reading*** *Specialists*

A. The ~~College~~ ***Reading*** *Specialists' calendar month salaries shall be determined by their placement on the Instructor's Salary Schedule times the appropriate following ratio:*

1. *1st year ~~1.010~~* ***1.0000***
2. *2nd year ~~1.040~~* ***1.0196***
3. *3rd year ~~1.070~~* ***1.0490***
4. *4th year ~~1.100~~* ***1.0784***
5. *5th year ~~1.130~~* ***1.1078***

NOTE: The initial placement on this ratio schedule shall be based on years of service in the District.

#4) Effective July 1, 2014, the contract faculty salary table (Schedule A) shall be increased by an additional 2%, and the following change shall be made to Article VIII:

Section 13. Counselors

A. ~~Counselors shall be employed for ten (10) calendar months.~~ Counselors' calendar month salaries shall be determined by their placement on the Instructor's Salary Schedule times the appropriate following ratio:

1. *1st year ~~1.010~~* ***1.0000***
2. *2nd year ~~1.040~~* ***1.0000***
3. *3rd year ~~1.070~~* ***1.0285***
4. *4th year ~~1.100~~* ***1.0573***
5. *5th year ~~1.130~~* ***1.0861***

NOTE: The initial placement on this ratio schedule shall be based on years of service in the District.

Section 14. ~~College~~ ***Reading*** *Specialists*

A. The ~~College~~ ***Reading*** *Specialists' calendar month salaries shall be determined by their placement on the Instructor's Salary Schedule times the appropriate following ratio:*

1. *1st year ~~1.010~~* ***1.0000***
2. *2nd year ~~1.040~~* ***1.0000***
3. *3rd year ~~1.070~~* ***1.0285***
4. *4th year ~~1.100~~* ***1.0573***
5. *5th year ~~1.130~~* ***1.0861***

NOTE: The initial placement on this ratio schedule shall be based on years of service in the District.

#5) Both the 2% increase starting on July 1, 2013 and the 2% increase starting on July 1, 2014 shall be in addition to any other Guild pay raise which is also received by GCC managers, the MaC group, or CSEA (including the deferred 1% pay raise which is due July 1, 2013).

#6) The District and Guild acknowledge that assessing student learning outcomes (SLO's) and reporting the results are part of the obligations of all instructors, including adjunct instructors. Adjunct faculty shall not be required to attend meetings to write, discuss, or edit SLO's.

#7) The 5.96% pay differential between salary schedules B1 and B2 shall never be reduced without the approval of the Guild, and each of these salary schedules shall be the base pay for adjunct faculty. If categorical funding for part-time faculty parity is ever increased beyond its 2012-13 level, all of this additional funding shall be applied to a fixed-percentage increase to each cell in the B1 salary schedule. Any reduction in this additional funding shall automatically trigger reopening of negotiations over the B1 salary schedule.

#8) In preparation for the possibility of starting the Spring 2015 semester in mid-January (and shifting the Winter intersession weeks into Summer), an expanded campus Calendar committee (including at least one representative from non-credit) shall conduct a study of the pros and cons of such a change, and bring that data forward by October 15, 2013 for the campus community to consider. If it is agreed that there are no major issues with starting the Spring semester in mid-January, the change will be implemented in the 2014-15 academic calendar.

#9) The number of teaching hours offered in the Summer 2013 intersession shall be at least 10% of the teaching hours in the Spring 2013 semester and the Winter 2014 intersession shall be at least 10% of the Fall 2013 semester. Starting with Winter 2014 intersession, each Winter intersession and each Summer intersession shall offer at least 10% of the teaching hours in the average of the Fall and the Spring semester which immediately precedes the intersession.

If the Spring 2015 semester is moved up to start in mid-January and the Winter intersession is eliminated, combined offerings in the Summer 2015 intersessions shall be at least 20% of the average of the Fall 2014 and Spring 2015 semesters. Likewise, the combined offerings in the intersessions in any future Summer shall be at least 20% of the average of the Fall and the Spring semester which immediately precedes that Summer.

Date of Agreement 5/9/13

Ron Nakasone,
Chief Negotiator, Glendale Community College

Mike Allen,
Chief Negotiator, Glendale College Guild