

✓ **Guild to District, March 23, 2017**

The Glendale College Guild tentatively agrees to remove the Faculty Athletic Director from its bargaining unit. Moreover, the Glendale College Guild and the Glendale Community College District tentatively agree to make the following changes in Article VIII of their collective bargaining agreement, effective July 1, 2017:

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ARTICLE I

RECOGNITION

The District hereby recognizes the Guild as the exclusive representative of the employees specified herein:

Included:

All Academic employees specifically including: Instructor, Regular full-time College Credit; Instructor, part-time, College Credit; Instructor, Continuing Education/Noncredit; Instructor, long-term Contract Substitute; Instructor, Temporary Contract Substitute; Instructor, Long-term Non-contract Substitute (two weeks or more) while on an extended assignment; College Specialist; Counselor; Student Personnel Worker; Nurse; Nurse, Part-time; Librarian; ~~Director of Athletics~~; Division Chairpersons; Faculty Coordinators; and Faculty Facilitators.

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ARTICLE VIII

SALARIES

Section 16. Regulations and Salary Rates for Extra-Curricular Coaching, Performing Arts, Released Time/Stipend for Instructional Activities

A. Regulations

1. The acceptance of extracurricular duties shall be voluntary.
2. Extra pay assignments shall require approval by the Board of Trustees
3. In case of absences for a few days only, the work for which compensation is being paid in accordance with the following schedules shall await the return of the regular employee. In cases of lengthy absences or termination of the original assignee where it becomes necessary for an approved substitute to carry on those duties for which additional compensation is allowed, the substitute shall be paid an amount which bears the same ratio to the total amount allowed for the activity as the number of school days the substitute worked to the total number of days scheduled for the job.
4. There shall be no more than two (2) extracurricular assignments per employee in any one year, when feasible.
5. No coach shall be assigned the head coaching responsibility for more than one major sport per year. Major sports are designated as varsity football, varsity basketball, varsity baseball and varsity track.
6. Coaching assignments are established on a five-day week basis.

~~7. The Director of Athletics shall not receive extra compensation for more than one sport per year. Whenever possible, it is recommended that the division chairperson not handle coaching assignments.~~

8.7. The pre-fall football coaching assignments shall be paid at the same rate as the Recreation Leader III schedule, not to exceed fifteen (15) six-hour days.

~~9. The Director of Athletics shall have the option of electing to take the stipend as indicated in Schedule "B." below or receiving the equivalent released time that would be covered by all (80% released time) or part of this stipend, at the rate of \$3807 per 20% released time.~~

10.8. The members of the Visual and Performing Arts Division involved in performance in addition to the regular class time for the activity may collect a stipend under the following conditions:

- a. A performance is held outside of the classroom activity during the academic year.
- b. The maximum amount to be paid per year shall be the amount listed in Table C. This amount may be shared among faculty members participating in the performance area.

B. Salary Rates Coaching

~~1. The Director of Athletics shall receive a \$7,596 \$8262.68 \$15,228 stipend per semester. In addition there will be two (2) Assistant Athletic Directors; one representing Men's Athletics and one representing Women's Athletics. The Assistant Athletic Directors shall each receive a \$3,000 stipend per semester. The Director of Athletics and Assistant Athletic Directors shall be selected from currently employed faculty.~~

2. Full-time contract teachers who are assigned a head coaching position will receive a stipend of 10% of their annual contract. The Head Football Coach will receive a stipend of 12% of his annual contract.

3. Adjunct instructors who are assigned a head coaching position will receive a stipend equivalent to 10% of Step 5-Column III on the Full-Time Instructor Salary Schedule. The Head Football Coach (if adjunct faculty) will receive a stipend 12% of Step 5-Column III.

4. Assistant Coaches will receive a stipend according to the schedule below. Every Head Coach shall provide to the Vice-President of Instruction and to Human Resources a brief, written description of the assignment for each Assistant Coach.

5. The number of Assistant Coaches for each sport may vary each season depending on the number of student athletes participating, the skill set needed for the sport, the expertise of the Assistant Coach and the assignment given by the Head Coach. The total stipend amount shall not exceed the amount listed in the schedule below.

6. The maximum stipend received by an Assistant Coach shall not exceed \$4,688.42 for any one season.

7. If a Head Coach in a sport without an Assistant Coach chooses to have an Assistant Coach, the amount of the combined stipends for the Assistant Coach and the Head Coach shall not exceed 10% of the Head Coach's annual contract.

8. Coaching is a professional ancillary activity and not considered part of the load calculation nor can the coaching duties be added to other duties to reach a total of 67% of a full time assignment. The stipends for coaching assignments are listed below and not to be confused with section 16 E. of this article, "Adjunct Faculty Ancillary Activities Stipends."

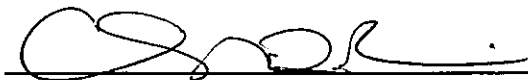
9. Stipends shall not exceed the amount in the chart below and may be distributed in partial payments. However, the total amount of the stipend shall be distributed within 45 days of the end of the season.

SALARY RATES COACHING EFFECTIVE JULY 1, 2016/ASSIGNMENT OR SPORT/AMOUNT PER SEASON

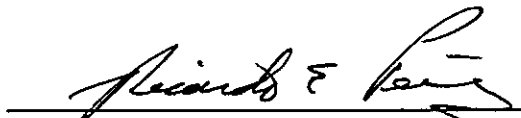
- ~~Director of Athletics \$8,262.68~~
- Men's Athletic Director \$3,263.29
- Women's Athletic Director \$3,263.29
- Fitness Center Director \$4,119.92
- Head Football 12% of annual contract
- Assistant Football \$20,399.62
- Head Men's Basketball 10% of annual contract
- Assistant Men's Basketball \$5,099.90
- Head Women's Basketball 10% of annual contract
- Assistant Women's Basketball \$5,099.90
- Head Men's Baseball 10% of annual contract
- Assistant Men's Baseball \$4,732.96
- Head Track and Field 15% of annual contract (Combined Men's and Women's)
- Assistant Track and Field \$14,198.88 (Combined Men's and Women's)
- Head Men's Soccer 10% of annual contract
- Assistant Men's Soccer \$4,732.96
- Head Women's Soccer 10% of annual contract
- Assistant Women's Soccer \$4,732.96
- Head Men's Tennis 10% of annual contract
- Head Women's Tennis 10% of annual contract
- Head Cross Country 15% of annual contract (Combined Men's and Women's)
- Assistant Head Cross Country \$9,465.91 (Combined Men's and Women's)
- Head Volleyball 10% of annual contract
- Assistant Volleyball \$4,732.96
- Head Wrestling 10% of annual contract
- Head Men's Golf 10% of annual contract
- Head Women's Golf 10% of annual contract
- Head Women's Softball 10% of annual contract
- Assistant Women's Softball \$4732.96
- Assistant Coach Maximum \$5,099.90

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Date of Agreement: March 23, 2017



Caroline DePiro, Chief Negotiator
Glendale College Guild



Ricardo Perez, Chief Negotiator
Glendale Community College

Guild to District, March 02, 2017

The Glendale College Guild and the Glendale Community College District tentatively agree to the following:

A. To compensate for additional labor the Guild proposes that, for the 2017-18 academic year, areas shall continue to receive a pool of load hours as indicated below (these hours may be used by contract faculty to fill out their loads, and equivalent value shall be provided to contract faculty in areas that don't have loads, as well as to adjunct faculty in all areas). These hours may also be used for assessment cycles, C&I Committee curriculum, program review and other projects:

Biology	6
Business	12
Noncredit Business	8
Noncredit ESL	10
Credit ESL	9
English	10
Health/PE	10
Health Science	9
Language Arts	10
Library	4
Math	11
Physical Sciences	10
Social Sciences	16
Student Services	6
Tech/Aviation	10
Vice-President of Instruction	15
VPA	<u>14</u>
TOTAL	170

B. Assignments will be recommended by the Division Chair and approved by the Vice President or designee. These assignments will be announced at a Division meeting.

C. Division Chairs proposing to assign hours to himself/herself must be approved by motion at an official division meeting where there is a quorum present.

D. This agreement will be re-evaluated after the 2017-18 academic year.

Date of Agreement: 3/2/17



Caroline DePiro, Chief Negotiator
Glendale College Guild



Ricardo Perez, Chief Negotiator
Glendale Community College

Glendale College Guild and the Glendale Community College District tentatively agree to amend the collective bargaining agreement in the following way:

Article VIII

Section 9. Initial Placement on Salary Schedule

D. Placement Schedule for Contract Faculty

1. Class I - Bachelor's Degree or a Community College Instructor's credential (partial fulfillment) or equivalent in a vocational/occupational subject matter area **OR a professional license/credential in the subject area.**
2. Class II - Bachelor's Degree plus forty-two (42) Carnegie units; ~~or~~ **OR** Master's; ~~or~~ **OR** Community College Instructor's credential (fully satisfied) or equivalent in a vocational/occupational subject matter area; **OR a professional license/credential in the subject area and 2 years or more of work experience in the subject area.**
3. Class III - Bachelor's Degree plus fifty-six (56) Carnegie units and Master's; ~~or~~ **OR** Community College Instructor's credential (fully satisfied) in a vocational/occupational subject matter area plus 60 Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience **in the subject area**; ~~or~~ **OR** Community College Instructor's credential (fully satisfied) in a vocational/occupational subject matter area plus Associate Degree; **OR a professional license/credential in the subject area plus 60 Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR a professional license/credential in the subject area plus an Associate Degree.**
4. Class IV - Bachelor's Degree plus seventy (70) Carnegie units and Master's; ~~or~~ **OR** Community College Instructor's credential (fully satisfied) in a vocational/occupational subject matter area plus Bachelor's Degree, plus twenty-eight (28) Carnegie units of either upper division or graduate work; **OR a professional license/credential in the subject area AND a Bachelor's Degree, plus twenty-eight (28) Carnegie units of either upper division or graduate work.**
5. Class V - Bachelor's Degree plus eighty-four (84) Carnegie units and Master's ~~or~~ **OR** Earned Doctorate; ~~or~~ **OR** Community College Instructor's credential (fully satisfied), in a vocational/occupation subject matter area, **AND a Bachelor's Degree plus fifty-six (56) Carnegie units including the Master's Degree and AND four (4) years of verified work experience in subject matter area designated on the credential; OR a professional license/credential in the subject area AND a Bachelor's Degree plus fifty-six (56) Carnegie units including the Master's Degree AND four (4) years of verified work experience in subject area.**

Section 10. Advancement on the Salary Schedule

C. Class Advancement for Contract Employees

Advancement ~~in~~ **into the following classes** on the salary schedule shall be based upon the ~~following~~ **criteria**:

~~1. Class I - Bachelor's Degree, or a Community College Instructor's credential (partial fulfillment) in a vocational/occupational subject matter area, or a professional license or credential in the subject matter area.~~

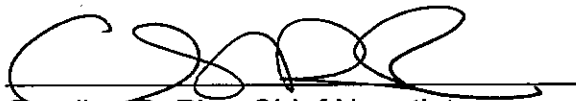
12. Class II - Bachelor's Degree plus forty-two (42) Carnegie units; ~~or~~OR Master's; ~~or~~OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject matter area; OR a professional license/credential in the subject area plus 2 years of work experience in the subject area.

~~23. Class III - Bachelor's Degree plus fifty-six (56) Carnegie units and Master's; ~~or~~OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject matter area, plus sixty (60) Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; ~~or~~OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject matter area plus Associate Degree; OR a professional license/credential plus sixty (60) Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR a professional license/credential in the subject area plus Associate Degree.~~

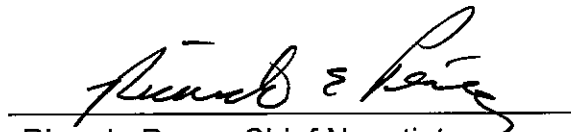
~~3-4. Class IV - Bachelor's Degree plus seventy (70) Carnegie units and Master's; ~~or~~OR Community College Instructor's credential (fully satisfied), OR professional license/credential in the subject area, or equivalent in a vocational/occupational subject matter area plus Bachelor's Degree, plus twenty-eight (28) Carnegie units of either upper division or graduate work, twelve (12) Carnegie units of which may be approved work experience in the subject area after completion of the Bachelor's Degree and after employment in the District.~~

~~45. Class V - Bachelor's Degree plus eighty-four (84) Carnegie units and Master's ~~or~~OR Earned Doctorate; ~~or~~OR Community College Instructor's credential (fully satisfied), or professional license/credential in the subject area, or equivalent, in a vocational/occupation subject matter area, Bachelor's Degree plus fifty-six (56) Carnegie units including the Master's Degree and four (4) years of verified work experience in subject matter area designated on the credential, twelve (12) of the Carnegie units may be approved work experience after employment in the District, ~~or~~ OR a Community College Instructor's Credential (fully satisfied), OR professional license/credential in the subject area, or equivalent in a vocational/occupational subject matter area, AND Bachelor's Degree plus seventy (70) Carnegie units including the Master's Degree AND two (2) to four (4) years of verified work experience in subject matter area designated on the credential.~~

Date of Agreement: March 23, 2017



Caroline DePiro, Chief Negotiator
Glendale College Guild



Ricardo Perez, Chief Negotiator
Glendale Community College

Guild to District, March 23, 2017

Effective immediately for Fall 2017, the Glendale College Guild and Glendale Community College District tentatively agree to amend Article X of their contract as indicated:

Article X. Class Size

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Section 2. Maximum Class Size

A. The maximum class size shall be subject to limitations inherent in the nature of the class, the size of room, the number of available student stations and equipment, the safety of students, and budgetary considerations. The maximum class size considering the above criteria shall be determined by the District upon consultation with the Division Chairs and entered in the Course Dictionary. For any given academic term, the District shall not, in scheduling classes, establish seat loads for classes in excess of the class sizes in the then-current Course Dictionary except upon agreement with the appropriate Division Chair.

B. The maximum seat load for a team taught class shall be 27 times the number of instructors. Team taught classes are not subject to the Large Lecture Class Formula below.

C. All lecture classes loaded at 41 or above shall be subject to the Large Lecture Class Formula.

Section 3. Large Lecture Classes

A. Large Lecture courses may shall be made subject to the Large Lecture Class Formula as shown below that the instructor receives additional teaching load unit credit based upon the number of students enrolled as of census. For noncredit courses, the additional teaching load unit credit shall be based upon the average number of students attending during the class sessions for the whole term or semester. The lecture courses to be made subject to this formula shall be pre-approved by the District by the second submission of the class schedule. Any exceptions to this timeline can only be granted by the Vice President of Instructional Services.

B. For each class section approved for Large Lecture credit, the District may establish a target number of units that can be earned. That target number will be communicated in writing to both the Division Chair and instructor by the appropriate Dean. The actual maximum numbers of units awarded shall not exceed that target number by more than one-half unit.

C. If the actual enrollment in a class subject to the formula falls below the number projected when the instructor's workload was initially assigned, the reassignment provisions of Section 5C of this Article shall apply. If the actual enrollment exceeds the number projected, the District shall either pay the instructor for the number of additional load units under the formula at the

established overload rate, allow the instructor to bank the units, or provide an adjusted workload within the following two (2) semesters. In determining which option to use, the District shall give good faith consideration to the preference of the employee.

D. Adjunct faculty would not be approved for large lecture classes when large lecture credit would cause them to exceed 67% of a load.

Section 4. Large Lecture Class Formula

Each student beyond 40 students in a class shall generate additional teaching load unit credit equal to “the number of teaching hours of the class, divided by 45,” with the exception of large lecture courses between 3 and 4 units, and between 50-62 students which shall receive credit as shown in Appendix H:

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APPENDIX H

LARGE LECTURE FORMULA

number of... students	units	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0
41		2.04	2.56	3.07	3.58	4.09	4.60	5.11	5.62	6.13
42		2.09	2.61	3.13	3.66	4.18	4.70	5.22	5.74	6.27
43		2.13	2.67	3.20	3.73	4.27	4.80	5.33	5.87	6.40
44		2.18	2.72	3.27	3.81	4.36	4.90	5.44	5.99	6.53
45		2.22	2.78	3.33	3.89	4.44	5.00	5.56	6.11	6.67
46		2.27	2.83	3.40	3.97	4.53	5.10	5.67	6.23	6.80
47		2.31	2.89	3.47	4.04	4.62	5.20	5.78	6.36	6.93
48		2.36	2.94	3.53	4.12	4.71	5.30	5.89	6.48	7.07
49		2.40	3.00	3.60	4.20	4.80	5.40	6.00	6.60	7.20
50		2.44	3.06	4.00	4.50	5.00	5.50	6.11	6.72	7.33
51		2.49	3.11	4.05	4.57	5.10	5.60	6.22	6.84	7.47
52		2.53	3.17	4.10	4.64	5.20	5.70	6.33	6.97	7.60
53		2.58	3.22	4.15	4.71	5.30	5.80	6.44	7.09	7.73
54		2.62	3.28	4.20	4.78	5.40	5.90	6.56	7.21	7.87
55		2.67	3.33	4.25	4.85	5.50	6.00	6.67	7.33	8.00

56	2.71	3.39	4.30	4.92	5.57	6.10	6.78	7.46	8.13
57	2.76	3.44	4.35	5.00	5.64	6.20	6.89	7.58	8.27
58	2.80	3.50	4.40	5.05	5.71	6.30	7.00	7.70	8.40
59	2.84	3.56	4.50	5.10	5.78	6.40	7.11	7.82	8.53
60	2.89	3.61	4.51	5.15	5.85	6.50	7.22	7.94	8.67
61	2.93	3.67	4.52	5.20	5.92	6.60	7.33	8.07	8.80
62	2.98	3.72	4.52	5.25	6.00	6.70	7.44	8.19	8.93
63	3.02	3.78	4.53	5.29	6.04	6.80	7.56	8.31	9.07
64	3.07	3.83	4.60	5.37	6.13	6.90	7.67	8.43	9.20
65	3.11	3.89	4.67	5.44	6.22	7.00	7.78	8.56	9.33
66	3.16	3.94	4.73	5.52	6.31	7.10	7.89	8.68	9.47
67	3.20	4.00	4.80	5.60	6.40	7.20	8.00	8.80	9.60
68	3.24	4.06	4.87	5.68	6.49	7.30	8.11	8.92	9.73
69	3.29	4.11	4.93	5.76	6.58	7.40	8.22	9.04	9.87
70	3.33	4.17	5.00	5.83	6.67	7.50	8.33	9.17	10.00
71	3.38	4.22	5.07	5.91	6.76	7.60	8.44	9.29	10.13
72	3.42	4.28	5.13	5.99	6.84	7.70	8.56	9.41	10.27
73	3.47	4.33	5.20	6.07	6.93	7.80	8.67	9.53	10.40
74	3.51	4.39	5.27	6.14	7.02	7.90	8.78	9.66	10.53
75	3.56	4.44	5.33	6.22	7.11	8.00	8.89	9.78	10.67
76	3.60	4.50	5.40	6.30	7.20	8.10	9.00	9.90	10.80
77	3.64	4.56	5.47	6.38	7.29	8.20	9.11	10.02	10.93
78	3.69	4.61	5.53	6.46	7.38	8.30	9.22	10.14	11.07
79	3.73	4.67	5.60	6.53	7.47	8.40	9.33	10.27	11.20
80	3.78	4.72	5.67	6.61	7.56	8.50	9.44	10.39	11.33
81	3.82	4.78	5.73	6.69	7.64	8.60	9.56	10.51	11.47
82	3.87	4.83	5.80	6.77	7.73	8.70	9.67	10.63	11.60
83	3.91	4.89	5.87	6.84	7.82	8.80	9.78	10.76	11.73
84	3.96	4.94	5.93	6.92	7.91	8.90	9.89	10.88	11.87
85	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00
86	4.04	5.06	6.07	7.08	8.09	9.10	10.11	11.12	12.13
87	4.09	5.11	6.13	7.16	8.18	9.20	10.22	11.24	12.27
88	4.13	5.17	6.20	7.23	8.27	9.30	10.33	11.37	12.40

89	4.18	5.22	6.27	7.31	8.36	9.40	10.44	11.49	12.53
90	4.22	5.28	6.33	7.39	8.44	9.50	10.56	11.61	12.67
91	4.27	5.33	6.40	7.47	8.53	9.60	10.67	11.73	12.80
92	4.31	5.39	6.47	7.54	8.62	9.70	10.78	11.86	12.93
93	4.36	5.44	6.53	7.62	8.71	9.80	10.89	11.98	13.07
94	4.40	5.50	6.60	7.70	8.80	9.90	11.00	12.10	13.20
95	4.44	5.56	6.67	7.78	8.89	10.00	11.11	12.22	13.33
96	4.49	5.61	6.73	7.86	8.98	10.10	11.22	12.34	13.47
97	4.53	5.67	6.80	7.93	9.07	10.20	11.33	12.47	13.60
98	4.58	5.72	6.87	8.01	9.16	10.30	11.44	12.59	13.73
99	4.62	5.78	6.93	8.09	9.24	10.40	11.56	12.71	13.87
100	4.67	5.83	7.00	8.17	9.33	10.50	11.67	12.83	14.00
101	4.71	5.89	7.07	8.24	9.42	10.60	11.78	12.96	14.13
102	4.76	5.94	7.13	8.32	9.51	10.70	11.89	13.08	14.27
103	4.80	6.00	7.20	8.40	9.60	10.80	12.00	13.20	14.40
104	4.84	6.06	7.27	8.48	9.69	10.90	12.11	13.32	14.53
105	4.89	6.11	7.33	8.56	9.78	11.00	12.22	13.44	14.67
106	4.93	6.17	7.40	8.63	9.87	11.10	12.33	13.57	14.80
107	4.98	6.22	7.47	8.71	9.96	11.20	12.44	13.69	14.93
108	5.02	6.28	7.53	8.79	10.04	11.30	12.56	13.81	15.07
109	5.07	6.33	7.60	8.87	10.13	11.40	12.67	13.93	15.20
110	5.11	6.39	7.67	8.94	10.22	11.50	12.78	14.06	15.33
111	5.16	6.44	7.73	9.02	10.31	11.60	12.89	14.18	15.47
112	5.20	6.50	7.80	9.10	10.40	11.70	13.00	14.30	15.60
113	5.24	6.56	7.87	9.18	10.49	11.80	13.11	14.42	15.73
114	5.29	6.61	7.93	9.26	10.58	11.90	13.22	14.54	15.87
115	5.33	6.67	8.00	9.33	10.67	12.00	13.33	14.67	16.00
116	5.38	6.72	8.07	9.41	10.76	12.10	13.44	14.79	16.13
117	5.42	6.78	8.13	9.49	10.84	12.20	13.56	14.91	16.27
118	5.47	6.83	8.20	9.57	10.93	12.30	13.67	15.03	16.40
119	5.51	6.89	8.27	9.64	11.02	12.40	13.78	15.16	16.53
120	5.56	6.94	8.33	9.72	11.11	12.50	13.89	15.28	16.67
121	5.60	7.00	8.40	9.80	11.20	12.60	14.00	15.40	16.80

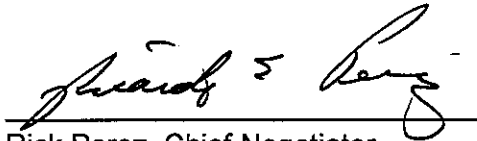
122	5.64	7.06	8.47	9.88	11.29	12.70	14.11	15.52	16.93
123	5.69	7.11	8.53	9.96	11.38	12.80	14.22	15.64	17.07
124	5.73	7.17	8.60	10.03	11.47	12.90	14.33	15.77	17.20
125	5.78	7.22	8.67	10.11	11.56	13.00	14.44	15.89	17.33
126	5.82	7.28	8.73	10.19	11.64	13.10	14.56	16.01	17.47
127	5.87	7.33	8.80	10.27	11.73	13.20	14.67	16.13	17.60
128	5.91	7.39	8.87	10.34	11.82	13.30	14.78	16.26	17.73
129	5.96	7.44	8.93	10.42	11.91	13.40	14.89	16.38	17.87
130	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00
131	6.04	7.56	9.07	10.58	12.09	13.60	15.11	16.62	18.13
132	6.09	7.61	9.13	10.66	12.18	13.70	15.22	16.74	18.27
133	6.13	7.67	9.20	10.73	12.27	13.80	15.33	16.87	18.40
134	6.18	7.72	9.27	10.81	12.36	13.90	15.44	16.99	18.53
135	6.22	7.78	9.33	10.89	12.44	14.00	15.56	17.11	18.67
136	6.27	7.83	9.40	10.97	12.53	14.10	15.67	17.23	18.80
137	6.31	7.89	9.47	11.04	12.62	14.20	15.78	17.36	18.93
138	6.36	7.94	9.53	11.12	12.71	14.30	15.89	17.48	19.07
139	6.40	8.00	9.60	11.20	12.80	14.40	16.00	17.60	19.20
140	6.44	8.06	9.67	11.28	12.89	14.50	16.11	17.72	19.33
141	6.49	8.11	9.73	11.36	12.98	14.60	16.22	17.84	19.47
142	6.53	8.17	9.80	11.43	13.07	14.70	16.33	17.97	19.60
143	6.58	8.22	9.87	11.51	13.16	14.80	16.44	18.09	19.73
144	6.62	8.28	9.93	11.59	13.24	14.90	16.56	18.21	19.87
145	6.67	8.33	10.00	11.67	13.33	15.00	16.67	18.33	20.00
146	6.71	8.39	10.07	11.74	13.42	15.10	16.78	18.46	20.13
147	6.76	8.44	10.13	11.82	13.51	15.20	16.89	18.58	20.27
148	6.80	8.50	10.20	11.90	13.60	15.30	17.00	18.70	20.40
149	6.84	8.56	10.27	11.98	13.69	15.40	17.11	18.82	20.53
150	6.89	8.61	10.33	12.06	13.78	15.50	17.22	18.94	20.67
151	6.93	8.67	10.40	12.13	13.87	15.60	17.33	19.07	20.80
152	6.98	8.72	10.47	12.21	13.96	15.70	17.44	19.19	20.93
153	7.02	8.78	10.53	12.29	14.04	15.80	17.56	19.31	21.07
154	7.07	8.83	10.60	12.37	14.13	15.90	17.67	19.43	21.20

155	7.11	8.89	10.67	12.44	14.22	16.00	17.78	19.56	21.33
156	7.16	8.94	10.73	12.52	14.31	16.10	17.89	19.68	21.47
157	7.20	9.00	10.80	12.60	14.40	16.20	18.00	19.80	21.60
158	7.24	9.06	10.87	12.68	14.49	16.30	18.11	19.92	21.73
159	7.29	9.11	10.93	12.76	14.58	16.40	18.22	20.04	21.87
160	7.33	9.17	11.00	12.83	14.67	16.50	18.33	20.17	22.00

DATE: March 23, 2017



Caroline DePiro, Chief Negotiator
Glendale College Guild



Rick Perez, Chief Negotiator
Glendale Community College District

Guild to District, April 27, 2017

District to Guild, April 13, 2017

Guild to District, April 6, 2017

Glendale College Guild and Glendale Community College District tentatively agree to amend their contract effective September 1, 2016 as indicated:

Article VI

Section 19. Assignment Travel Time

Each employee shall be provided a reasonable time for the purpose of proceeding from one work location to another.

Section 20. Work Years

- 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.
- 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.
- C. Each contract counselor shall be on duty 190 days at 7 hours each day according to the Counselor's work year (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 10-month salary capped at step 8, divided by 177.
- 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 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. 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.
- 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).

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ARTICLE VIII
SALARIES

Section 1. Regular Contract Employees

- A. Regular contract employees, include instructors, counselors, division chairs, specialists, faculty coordinators, faculty facilitators, student personnel workers, and librarians, ~~and the college nurse~~. They shall be paid according to the Instructors Annual 10-month Salary Schedule -- Appendix "A," attached hereto and made a part of this Agreement, or work done up to a 100% full-time load, regard less of the load at which they are contracted.
- B. After January 1, 2013, no faculty member shall be hired as a regular contract employee for less than 60% of a full-time load.
- C. All regular contract faculty shall have the same opportunity to work overload, regardless of whether their contracted load is 100% or less than 100%.
- D. Regular contract employees who teach an overload credit class that runs the length of the Fall or Spring semester shall be paid equal checks each semester with each check equal to:
- (# teaching units) X 17.5 X (rate on B Schedule) divided by 5
- E. Regular contract employees who teach an overload non-credit class that runs the length of the Fall or Spring semester shall be paid five equal checks each semester with each check equal to:
- (# non-credit hours per week) X 15.5 X (rate on B schedule) divided by 5
- F. Regular contract employees who teach either an overload credit or overload non-credit class that is less than a semester in length or a class that starts after the beginning of the semester, shall earn the same total amounts as in Section B D or C E above. The exact amount of each check shall depend on how the class meeting dates match up with the County Payroll schedule. Instructors who teach back to back eight week classes shell be paid using Section B D or C E above.

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ARTICLE VIII

SALARIES

Section 3. Intersession - Pay

D. Summer Pay - Contract Counselors

Contract counselors who work a one hundred ninety (190) day schedule shall be able to work additional summer hours, as necessary, as determined by the District, at their hourly overload rate of pay.

Contract counselors opting to work an additional summer block of twenty-one (21) days (or 147 hours), shall earn a per diem rate of pay calculated on the ~~instructional faculty yearly base pay~~ Annual 10-Month Salary Schedule "A" position divided by one hundred seventy-seven (177) days and capped at step 8.

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ARTICLE VIII

SALARIES

Section 10. Advancement on the Salary Schedule

K. Doctorate

~~One hundred ninety nine dollars (\$199.00)~~ Each regular employee (10, 11, or 12 month) shall receive two hundred twenty six dollars (\$226) per month as listed under Appendix A ~~shall be paid~~ for an earned doctorate from an institution of higher education accredited by an agency recognized by the Council on ~~Postsecondary Accreditation~~ for Higher Education Accreditation ~~to award such a degree.~~

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ARTICLE VIII

SALARIES

Section 15. Division Chairpersons

A. Instructional Division Chairs shall be paid an amount in addition to their placement on the ~~Instructor's~~ Annual 10-Month Salary Schedule "A".

Number of FTE	Released	10 Month	Max units/	Max units/
Instructors	Time Per	Annual	yr. overload	yr. overload
In Division	Year	Stipend	Pro rata	Hourly

1-15	40%	\$7,168	7	7
16-20	50%	\$9,514	6	6
21-25	60%	\$12,122	5	5
26-30	70%	\$14,988	4	4
31-35	80%	\$18,245	3	3
36-40	90%	0	0	0
41-45	100%	0	0	0

DOCTORATE STIPEND

\$226/mo.

Student Service Division Chair

\$12,122

- B. To compute division FTE, count the number of contract faculty (could be fractional) in that division. Add to the count, all units taught on overload and banking, and all units taught by adjunct employees, converted to FTE, rounded to the nearest whole number for that division. All units are as of the first day of classes of the Fall semester. Division Chair load reductions are reviewed and approved each year by the Executive Vice President, Instructional Services.
- C. Division Chairs shall be assigned to a 201 day work year. To calculate the annual salary: take the Chair's placement salary on Appendix A (177 days, 10-Month), add the 10-month stipend above, add the 10-month doctorate amount (if applicable), multiply this sum by 1.1 to account for one more month (20 days). To this result, add four (4) more days at a per diem rate (based on the 197 days total).
- D. Released time for divisions with chairs over 80% RT shall be applied to an assistant chair (up to a maximum of 20%).
- E. Division Chairs are limited to the above yearly totals to teach overload beginning with the first summer session for both continuing and newly elected chairs. At the same time, outgoing chairs are released from the above limits. "Overload pro rata" units are taught during intersession only. "Overload hourly" units may be taught during any session.
- F. All other College income will reduce the above overload amounts on a dollar per dollar basis.
- G. The Division Chair may elect to bank up to 20% during each of the fall and spring semesters, subject to the above limitation on "Overload hourly". If a Division Chair

elects to use their banked hours, those hours are subject to the above limitation on "Overload Pro rata".

- H. Division Chairs may not opt for a four-day work week.
- I. The Office of the Vice-President of Instructional Services shall coordinate with each Division Chair for coverage while the Chair is on vacation.
- J. The Division Chair for Student Services shall be given released time as indicated in the table below and the corresponding stipend from the table in section 15-A above ~~per month for ten months. as indicated in the table below.~~ FTE is computed on the first day of classes of the Fall semester, rounded to the nearest whole number.

FTE in Division	1 – 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55
Released Time	45%	50%	55%	60%	65%	70%

An additional time (9) duty days are to be assigned. These additional duty days beyond 190 (for a total of 199 duty days) shall be mutually agreed upon between the Division Chair and the Vice President of Student Services. Compensation for service beyond the 190 days shall be ~~based upon a daily rate of pay depending upon the individual's usual placement on the salary schedule and the Division Chair's pay schedule.~~ at the same per diem rate of pay (including the Division Chair stipend, and the counselor ratio and Doctoral stipend, as applicable). The Division Chair's released time reductions are reviewed and approved each semester year by the Vice President of Student Services.

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ARTICLE VIII

SALARIES

Section 17. Paydays

A. 10-Month Employees

Pay warrants for regular contract instructors, ~~counselors~~, librarians, faculty coordinators including ~~nurses~~ specialists 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. 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) 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.~~

All regular contract counselors are considered 10 month employees. Their pay warrants shall be issued by the first (1st) working day of each calendar month September through July. The annual salary and 10-month doctorate stipend shall be divided equally among the eleven (11) monthly pay periods.

B. 11-Month Employees

Pay warrants for all Division Chairs and other 11-month employees shall be issued by the first (1st) working day of each calendar month September through July. The annual 40-month salary shall be divided equally among the eleven (11) monthly pay periods.

C. 12-Month Employees

Pay warrants for faculty facilitators shall be issued by the first (1st) working day of each calendar month July through June. The annual 40-month 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.

D. Direct Deposit

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).

E. Underpayment

If a faculty member does not receive their pay warrant or is significantly underpaid on their scheduled payday, the District shall issue the faculty member a check for the unpaid amount within 5 working days of notification, unless the District is unable to adhere to this timeline for the reasons beyond its control. In this case, the District shall work with the Guild on a mutually agreeable solution.

Section 18. Extra Assignments

~~Regular contract employees specified in Section 1 of this Article with extra assignments (coaches, division chairs, counselors and specialists) shall be paid according to Appendix B3 attached hereto and made a part of this Agreement.~~

A. Non-Instructional Rate

Regular or Adjunct faculty who outside of their regular agreement perform any of the assignments listed below shall be paid according to the Non-Instructional Assignment Salary Schedule -- Appendix B3

1. Reading and grading placement exams as part of assessment
2. Development of grant proposals
3. Development of curriculum for contract education

Additions to the above assignments

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**APPENDIX A
 GLENDALE COMMUNITY COLLEGE
 INSTRUCTORS ANNUAL 10-MONTH SALARY SCHEDULE
 Effective July 1, 2016**

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	Bach.	Bach + 42 Units or MA	Bach + 56 Units + MA	Bach + 70 Units + MA	Bach + 84 Units + MA or Doctorate
4	58,046	60,655	63,399	66,268	69,278
5	60,207	62,925	65,771	68,756	71,909
6	62,446	65,272	68,239	71,345	74,600
7	64,777	67,722	70,789	74,032	77,421
8	67,211	70,268	73,471	76,836	80,361
9	69,737	72,920	76,252	79,747	83,415
10	72,366	75,671	79,138	82,773	86,591
11	75,097	78,533	82,140	85,916	89,887
12	77,934	81,516	85,264	89,193	93,318
13	80,892	84,619	88,512	92,603	96,892
14		84,619	88,512	92,603	96,892
15		84,619	88,512	92,603	96,892
*16		87,034	91,046	95,258	99,675
17		87,034	91,046	95,258	99,675
*18		87,034	91,046	95,258	99,675
*19		89,541	93,657	97,996	102,545
*20			93,657	97,996	102,545
*21			93,657	97,996	102,545
*22			96,355	100,814	105,499
*23				100,814	105,499

*24				100,814	105,499
*25				103,717	108,542
*26					108,542
*27					108,542
*28					111,676
*29					111,676
*30					111,676
*31					114,905

Annual Monthly Doctorate Stipend 2260 226

Schedule A applies to contract faculty work, including work as a contract substitute. Doctorate Stipend can be found in Article VIII, Section 10-K

**APPENDIX A
 GLENDALE COMMUNITY COLLEGE
 INSTRUCTORS MONTHLY (10) SALARY SCHEDULE**

Effective July 1, 2016

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	Bach.	Bach + 42 Units or MA	Bach + 56 Units + MA	Bach + 70 Units + MA	Bach + 84 Units + MA or Doctorate
4	5804.58	6065.46	6339.93	6626.79	6927.79
5	6020.67	6292.46	6577.13	6875.58	7190.92
6	6244.62	6527.21	6823.85	7134.52	7460.03
7	6477.70	6772.17	7078.93	7403.20	7742.14
8	6721.13	7026.81	7347.08	7683.61	8036.09
9	6973.73	7292.01	7625.20	7974.71	8341.46
10	7236.57	7567.14	7913.77	8277.27	8659.13
11	7509.68	7853.27	8214.03	8591.57	8988.65
12	7793.38	8151.60	8526.35	8919.34	9331.81
13	8089.16	8461.90	8851.18	9260.26	9689.17
14		8461.90	8851.18	9260.26	9689.17
15		8461.90	8851.18	9260.26	9689.17
*16		8703.43	9104.59	9525.83	9967.51
*17		8703.43	9104.59	9525.83	9967.51
*18		8703.43	9104.59	9525.83	9967.51
*19		8954.09	9365.72	9799.55	10254.48
*20			9365.72	9799.55	10254.48
*21			9365.72	9799.55	10254.48
*22			9635.45	10081.39	10549.90

*23				10081.39	10549.90
*24				10081.39	10549.90
*25				10371.73	10854.19
*26					10854.19
*27					10854.19
*28					11167.59
*29					11167.59
*30					11167.59
*31					11490.49

Monthly Doctorate Stipend 226

Schedule A applies to contract faculty work, including work as a contract substitute. Doctorate Stipend can be found in Article VIII, Section 10-K

Date: April 27, 2017


 Rick Perez
 District Chief Negotiator
 Glendale Community College


 Caroline DePiro
 Guild Chief Negotiator
 Glendale Community College

The Glendale College Guild and the Glendale Community College District tentatively agree to amend the collective bargaining agreement in the following way:

**ARTICLE VII
LEAVES OF ABSENCE**

Section 1. Types of leaves

The District provides a variety of leaves for faculty. Some leaves are related to conditions/circumstances that are unavoidable and are guaranteed by federal or state law; these leaves are referred to as non-discretionary leaves. Other leaves are provided to ensure faculty growth, development, and job guarantee; these are discretionary leaves. The approval of discretionary leaves is subject to:

1. eligibility criteria and/or
2. leave/time availability and/or
3. program integrity

Each discretionary leave has specific procedures to follow in order for the leave to be approved.

Non-Discretionary Leaves	Discretionary Leaves
Sick and Personal Necessity Leave (Section 4A)	Catastrophic Illness/Injury Leave (Section 5A)
Paid Health Leave (Section 4B)	Sabbatical Leave (Section 5B)
Pregnancy, Maternity Disability Leaves (Section 4C)	Faculty Enhancement Leave (Section 5C)
Industrial Injury or Illness Leave (Section 4D)	Vacation (Section 5D)
Family and Medical Leave (Section 4E)	Pre-Retirement Reduced Workload Leave (Section 5E)
Bereavement Leave (Section 4F)	Personal Leave: Temporary Reduction in Assignment (Section 5F)
Military Leave (Section 4G)	Unpaid Health Leave (Section 5G)
Jury Duty and Witness Leave (Section 4H)	Unpaid Home Responsibility Leave (Section 5H)
Parental Leave (Section 4)	Unpaid Personal Growth and Development Leave (Section 5I)

Section 2. Notification for Leaves of Absence

Each leave has a notification process stated in the body of this article. It is the faculty member's responsibility to follow the application/notification process unless the faculty member is incapable of doing so for health reasons. The faculty member shall be placed

on a health leave in accordance with the Family and Medical Leave Act **and/or the California Family Rights Act** for absences extending beyond ten (10) working days.

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Section 4. Non-Discretionary Leaves

A. Sick and Personal Necessity Leave

Faculty shall be granted Sick and Personal Necessity Leaves, with pay, within the following provisions:

1. Sick Leave may be used for the following:

a. Personal Illness or Injury

i. Sick leave may be used when a faculty member is absent for illness or injury. When a faculty member's sick leave extends beyond ten (10) days he/she shall be required to provide a doctor's certification to return to work. If the faculty member's absence extends beyond ten (10) days, he/she may be granted a Paid Health Leave (cf. Section 4B) until his/her accumulated sick time is exhausted, after which time the employee shall be entitled to a maximum of one hundred (100) days of 50% pay per fiscal year for any one illness or disability. Additionally, the faculty member may be placed on FMLA (Family and Medical Leave Act) leave if eligible (see Section 4E). This leave shall run concurrently with the Paid Health Leave. FMLA may extend beyond the faculty member's accumulated sick leave for up to twelve (12) weeks. The one hundred (100) days of 50% pay may only be used in the Fall and Spring Semesters, not for overload or short sessions. ~~In accordance with the Education Code, these 100 days only apply to the faculty member, and may not be used for family leave.~~

In addition to the above, Catastrophic Illness/Injury leave may be available for all eligible contract faculty. See Section 5A for details.

Non-Instructional faculty and Division Chairs who have a regular assignment are eligible for the one-hundred (100) days of 50% pay only during their regular assignment and not for overload or compensation time.

ii. The District reserves the right to have the faculty report to the district physician for a fitness for duty certification based on job description. Any faculty on restriction or limitation after a leave shall provide the District with a written verification of the restrictions/limitations from a licensed physician.

iii. The District shall reasonably accommodate the faculty member's impairment as outlined in the Americans with Disabilities Act (ADA).

iv. A faculty member who fails to return to service following illness must refund to the District all amounts paid for unearned sick leave.

v. No payment or time off shall be allowed for unused accumulated sick leave.

b. Family Medical Leave:

The faculty member may use up to twelve (12) weeks of paid sick leave concurrent with qualified Family Medical Leave (Section 4E). Qualified Family and Medical Leave include:

i. Personal illness/injury

ii. The birth of a child, placement of a child with the faculty member for adoption or foster care, guardianship, and dependent adults.

iii. The care of the faculty member's spouse, domestic partner, son or daughter, or parent, or dependent who has a serious health condition.

The one hundred (100) days of 50% pay does not apply to Family Medical Leave for the care of the faculty member's spouse, domestic partner, son or daughter, or parent, or dependent who has a serious health condition.

Once all available sick leave is exhausted, the twelve workweeks of 50% pay applies to parental leave taken during a term when a faculty member is scheduled to work, for the reason of the birth of a child of an adjunct or contract faculty member, or the placement of a child in connection with the adoption or foster care of the child.

Adjunct faculty or contract faculty members with an assignment of less than one-hundred (100) percent, shall qualify for a leave proportional to their current semester assignment.

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B. Paid Health Leave

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4. District Disability—District employees are not eligible for disability payments from the state of California's Employment Development Department, but shall receive up to one hundred (100) days at 50% pay after exhausting their accumulated paid time for any one illness or injury.

a. Instructional faculty may use the one-hundred (100) days of 50% pay only in the Fall and Spring Semesters, not for overload or short sessions. The one-hundred (100) days of 50% pay may only be used in the Fall and Spring semesters and is not available for overload or short sessions.

b. Non-Instructional faculty and Division Chairs who have a regular assignment are eligible for the one-hundred (100) days of 50% pay only

during his/her regular assignment and not for overload or compensation time.

c. The one-hundred (100) days of 50% pay shall not be combined with any other paid leave (with the exception of approved Catastrophic Illness/Injury leave).

~~d. In accordance with the Education Code, these one-hundred (100) days of 50% pay may only be used for illnesses/injuries experienced by the faculty member.~~

e.d. These one-hundred (100) days of 50% pay are re-set to 100 days of 50% pay beginning each July 1st.

C. Pregnancy, Maternity Disability, Bonding Leaves

1. A pregnant faculty member, who is able to perform the full duties and responsibilities of her position, shall continue to work until:

a. She chooses to take an unpaid leave of absence (without disability) prior to the actual period of disability. This leave does not require a physician's certification; or

b. She and her physician determine that she must be absent due to pregnancy disability or delivery. This does require a physician's certification and may constitute a paid health leave if the faculty member has accumulated sick leave.

2. Pregnancy Disability Leave: During that period of time in which the faculty member is physically disabled and unable to perform her regular duties due to pregnancy-related disability, the faculty member shall be permitted to utilize her accrued sick leave pursuant to Section 3 of this Article.

The faculty member must supply to the District her physician's certification as to the beginning and ending dates of actual pregnancy-related disability for which sick leave is claimed, and her physician's release to return of active duty.

Note: District employees are not eligible for disability payments from the State of California's Employment Development Department.

3. Additional Leaves

In addition to the unpaid pre-childbirth and the disability leaves described above, **once all available sick leave is exhausted a an adjunct or contract faculty member may be eligible for 12 weeks of unpaid leave is entitled to 12 workweeks at 50% pay for the reason of the birth of a child, or the placement of a child with an adjunct or contract faculty member in connection with the adoption or foster care of the child** for bonding with a new child under FMLA/CFRA (see section 4E). In addition, the faculty member may request up to two years of unpaid leave under the Home Responsibility Leave provision (see section 5H)

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E. Family Medical and Parental Leave

The District shall comply with the Family and Medical Leave Act (FMLA) of 1993 and the California Family Rights Act (CFRA) to provide up to twelve (12) weeks of ~~unpaid~~, job protected leave to eligible faculty for certain family and medical reasons during any fiscal year.

1. These 12 weeks of job protection or a portion of the 12 weeks may be paid if the faculty member has accumulated paid sick leave described in Section 3 of this article.
2. The FMLA may be paid if the leave meets the conditions of Section 2 of this article as well as the eligibility requirement of FMLA and the faculty member had sufficient accumulated paid sick leave.
- ~~3. If the conditions of Section 3 and FMLA eligibility, are met but the faculty has insufficient accumulated paid sick leave, the FMLA may be partially paid.~~
- 3. If eligible faculty exhausts all available sick leave, including all accumulated sick leave, and the faculty member continues to be absent from his or her duties on account of a qualified parental leave, faculty shall be compensated at no less than 50 percent of the employee's regular salary for the remaining portion of the 12-workweek period of parental leave. "Parental leave" is defined as leave for reason of the birth of a child of the faculty member, or the placement of a child with an employee in connection with the adoption or foster care of the child by the faculty member.**

Eligible Faculty receive one 12-workweek period of parental leave in any 12-month period. "12 workweeks" is defined as the equivalent of 12 of the faculty member's normally scheduled workweeks. If, for example, the faculty member is assigned to a class that meets three days per week, then the faculty member would be entitled to 12 3-day workweeks of parental leave.

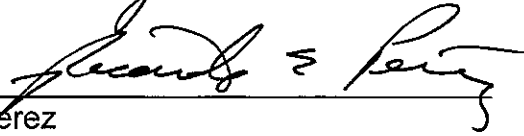
Faculty must have been employed by the District for the previous 12 months to qualify. The District will use the date of the employee's initial assignment with the District to determine whether an employee has met the 12 months of employment requirement.

Parental leave shall run concurrently with any other parental leave taken pursuant to CFRA or the Family Medical Leave Act (FMLA). The aggregate amount of parental leave taken pursuant to this section, the FMLA and the CFRA shall not exceed 12 workweeks in a 12-month period.

- ~~4. Finally, if the faculty member does not have any accumulated paid sick leave FMLA is unpaid.~~

...

Date: May 11, 2017



Rick Pérez
District Chief Negotiator
Glendale Community College



Caroline DePiro
Guild Chief Negotiator
Glendale Community College

Glendale College Guild and Glendale Community College District tentatively agree to amend their contract effective September 1, 2018 as indicated:

Article VI, Section 21. Notification of Assignment and Reemployment Rights for Adjunct Faculty

A. The "evaluation" completed for the purpose of reemployment rights is the evaluation cited in article IX of this agreement. The phrase "immediate supervisor" in this section shall refer to the division chair for instructional faculty and/or appropriate administrator for student services faculty.

B. Beginning with the first regular semester after the approval of this agreement, Adjunct Faculty members, as defined and limited in the amount of their assignment by Education Code Section 87482.5, shall earn teaching/work points toward assignment preference for having completed a teaching/work assignment during a regular semester or short session. One teaching/work point shall be earned for one regular semester or short session. A maximum of two points may be earned in a given academic year. An adjunct faculty member may earn two points by teaching two regular sessions or one regular session and one short session.

C. New faculty will be evaluated in the first full regular semester of his/her employment. An adjunct faculty member receiving less than "exceeds standards" shall, upon his/her written request, be granted one additional evaluation during the regular six-semester cycle. However, a new faculty member receiving an "unsatisfactory" rating on their initial evaluation shall not necessarily be granted an additional evaluation. The additional evaluation shall not change the evaluation cycle itself, which begins with the first evaluation. Any rating of above or below "meets standards" may be reviewed by the appropriate vice president or designee. The decision of the vice president or designee is final. The District shall at all times retain the right to perform administrative evaluations on an as-needed basis, and to terminate adjunct faculty in accordance with Education Code Section 87665.

D. ~~Evaluation Based Reemployment Rights~~—An adjunct faculty member, after receiving seven (7) teaching/work points in a discipline and after having received "exceeds standards" in each of the two evaluations required in Section C above, an adjunct faculty member shall have reemployment rights over adjunct faculty without reemployment rights in the same discipline. After earning ten (10) teaching/working points an adjunct faculty member who has received at least one "exceeds standards" evaluation and no lower than a "meets standards" on their other evaluation(s) shall be placed on the reemployment rights list. **After earning twenty (20) teaching/working points an adjunct faculty member who has received no lower than a "meets standards" on their evaluation(s) shall be placed on the reemployment rights list.**

This does not preclude making performance improvement recommendations for those who receive a "meets standards" evaluation. An adjunct faculty member who, through no fault of his/her own, has not been evaluated in a timely manner for two cycles, shall be temporarily placed on the reemployment rights list, pending an evaluation for the following semester. The adjunct faculty member retains his/her place on the ~~evaluation-based reemployment rights list~~ with an "exceeds meets standards" evaluation. In the event the adjunct faculty member

receives lower than a "meets standards" evaluation, he/she shall be removed from the evaluation-based reemployment rights-list until such time as the adjunct faculty member receives a "meets standards" or a "exceeds standards" evaluation. The District shall notify individual adjunct faculty members when they have obtained reemployment rights, regardless of the mechanism by which they obtained those rights.

E. An adjunct faculty member with reemployment rights in a discipline shall be offered **no less than an previous** assignment in that discipline for which he/she is qualified before any adjunct faculty member without reemployment rights. **If an adjunct faculty is granted an assignment in excess of 67% for one or two semesters, the previous provision shall not apply.** For the purposes of reemployment rights, an **minimum** assignment is a class, library workshop, or a semester-length non-instructional assignment of 3 hours per week. **In addition, if assignments become available, the District will make a reasonable effort to offer adjunct faculty with rehire/reemployment rights additional assignments until the range of 60 to 67 percent of a full time equivalent load is reached.**

The district shall consider the adjunct faculty member's past assignments when developing a schedule. **All reasonable effort will be made to accommodate adjunct faculty assignment requests regarding time(s), day(s), location(s) and course(s).**

No adjunct faculty member shall have preference over a full time faculty member for a course that fills the load of the full time faculty member. For purposes of this article only, "qualified" shall mean approved in all of the following four criteria:

1. Meeting the Glendale Community College minimum qualifications for a particular discipline.
2. Possessing the equivalency for minimum qualifications as defined by the Academic Senate.
3. Possessing currency in the discipline as defined by the Academic Senate.
4. Having adequate preparation for the specific course or assignment through appropriate education or experience.

This determination is final and cannot be appealed or grieved. By the end of the third week of each regular semester, the Division Chair shall post on the website potential courses to be offered the following semester. An adjunct faculty member may respond to this notification with verification of course(s) he/she is qualified to teach.

~~F. The immediate supervisor shall make every effort to offer all adjuncts with reemployment rights in a discipline an assignment prior to offering an assignment to any adjunct that lacks reemployment rights in that discipline. The immediate supervisor shall also give every consideration to offer a given adjunct an assignment equal to a previous assignment before offering assignments to adjuncts without reemployment rights. In the event that there are an insufficient number of assignments in a given session to provide all adjuncts on the reemployment rights list with employment, the immediate supervisor shall implement a fair method of rotation.~~

G. After 10 semesters of work for the District, an adjunct faculty member may opt not to work one semester without losing their reemployment rights, by giving notice to the District of their intention to exercise this option. During this semester, the adjunct faculty member shall continue to be eligible for the District's adjunct health insurance premium subsidy. This option may be exercised every 10 semesters.

G- H. Whether or not they have reemployment rights, an adjunct faculty member who meets the following criteria:

1. most recent evaluation is "meets or exceeds standards,"
2. has worked for the District for at least one semester after the "meets" or "exceeds" standards evaluation, for a total of two semesters, and
3. has taught for two of the last three semesters

shall be notified by the District whether or not he/she has a class in the subsequent semester. This notification shall be made no less than 12 weeks before the first day of the subsequent semester. This notification is not designed to alter or change any elements of Article II – District Rights nor provide a guarantee for payment if a course has to be cancelled due to low enrollment or lack of funding.

H. I. The division chair shall give notice to the employee in the case of loss of reemployment rights. Loss of reemployment rights shall not result from:

1. a course being cancelled due to low enrollment or lack of funding;
2. only accepting a portion of the assignment offered;
3. not being able to accept an assignment or fails to complete an assignment due to
 - a. a verifiable illness affecting them or immediate family as defined in this contract;
 - b. services as a fire fighter or search and rescue team member during a disaster;
 - c. military duty;
 - d. the \$0 earnings limit for CalSTRS members during the first 180 days of retirement;
4. refusal to accept an assignment for reasons mutually agreed upon by the adjunct faculty member and his/her immediate supervisor;

I. J. An adjunct faculty member's reemployment preference status shall cease if the member:


1. declines a course or assignment for which they have already agreed to teach/work or fails to complete a course, other than for reasons listed in subsection **H I** above;
2. declines to accept a course or assignment from those available for which they are qualified to teach or perform if the course or assignment offered is at the same time and day as the original offer.
3. receives a "needs to improve" or "unsatisfactory" on any evaluation. The adjunct may request an additional evaluation per Article IX, Section 10 of this agreement. Any subsequent "exceeds meets standard" evaluation shall place the adjunct faculty member on the reemployment rights list.
4. is terminated by the District, pursuant to the provisions of the collective bargaining agreement.

~~J. K. Human Resources~~ **The District, working with division chairs, shall develop and/or update** ~~distribute the previous reemployment rights list to the Division Chairs, in order for the Chairs to update the~~ **Adjunct Reemployment Rights List** ~~list~~ for the current semester by the third week of the semester. The final reemployment rights list shall be provided to Division Chairs and the Guild President by the fifth week of the semester. An adjunct faculty member shall access his/her reemployment status through Oracle Self Service. Any discrepancies shall be submitted in writing to Human Resources within twenty (20) working days from the date the final list was disseminated.

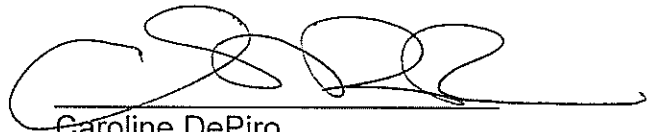
~~K. L. Nothing in this agreement should be construed as creating any form of seniority rights or expectation of preference for a contract position.~~

~~L. M. The notification rights and reemployment rights established by this section shall not be construed as a reasonable assurance of reemployment.~~

Date: 5. 25. 17



Michael Ritterbrown
Acting District Chief Negotiator
Glendale Community College



Caroline DePiro
Guild Chief Negotiator
Glendale Community College

Guild to District, May 25, 2017

The Glendale College Guild and the Glendale Community College District tentatively agree to the following changes in their collective bargaining agreement, related to compensation:

Just below salary schedule B-2:

“Credit Adjunct Conference Hour (Office Hour) Pay: Conference pay shall be determined by taking the step-column placement from Appendix B2 x weekly conference hour(s) x 17.5 divided by 5 = monthly pay for office/conference hours

FORMULA: (Hourly rate x weekly conference hours x 17.5) divided by 5 = monthly pay.

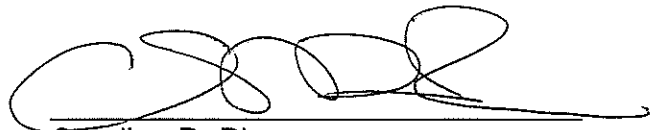
Non-credit Adjunct Conference Hour (Office Hour) Pay: Conference pay shall be determined by taking the step-column placement from Appendix B2 x weekly conference hour(s) x 15.5 divided by 5 = monthly pay for office/conference hours.

FORMULA: (Hourly rate x weekly conference hours x 15.5) divided by 5 = monthly pay.”

Date: 5. 25. 17



Michael Ritterbrown
Acting District Chief Negotiator
Glendale Community College



Caroline DePiro
Guild Chief Negotiator
Glendale Community College