

## Tentative Agreements for Ratification, December 2019

#	Article	Section		Date signed
1			2.5% salary proposal	11/21/19
2	VI	4	Adjustment of teaching load table	11/7/19
3	VIII	15 subsec. 1	Adjustment Student Services Division Chair release time limits	9/12/19

**Tentative Agreement**  
by and between the  
Glendale College Guild, Local 2276  
and the  
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following:

1. The District shall use the following budget assumption for 2019-2020:
  - a. An average replacement cost for fulltime faculty positions shall be reflected as:
    - i. Class IV, Step 6 (\$75,000)
    - ii. District mandatory benefits rates including retirement, workers' compensation, etc. (\$11,000)
    - iii. District paid health benefit premiums, Blue Shield PPO rate (\$20,000)
    - iv. Total replacement cost of \$106,000
  - b. This budget assumption is based upon analysis of three years of newly hired fulltime faculty, inclusive of 2016-2018.
  - c. Based upon mutually agreed revisions to Appendix A, Class IV, Step 6, if Class IV, Step 6 exceeds \$75,000 by \$500, a revised budget assumption will be created using the revised \$500 increment (ex. \$75,500).
2. The District shall use the following budget assumptions, as noted, for 2019/2020 and 2020/2021 fiscal years:
  - a. District paid health care premiums (medical, dental, and vision) shall be adjusted in the 2019/2020 budget to reflect a 9% increase for July through December 2019 and 2% increase for January through June 2020.
  - b. Beginning in 2020/2021, the budgeted District paid health care premiums (medical, dental, and vision) shall be adjusted from 10% compounding to 8% compounding. In the fiscal year 2020/2021, should the District paid health care premiums (medical, dental, and vision) exceed 8%, the District and the Guild shall reopen negotiations and use a budget assumption that accurately reflects the increase to District health care premiums that exceeds 8%. An increase to District paid health care premiums that exceeds 8% may result in lack of funds available for mandatory reopeners, including compensation. Conversely, a reduction in District paid health care premiums that are less than 8% may result in a surplus of funds available for mandatory reopeners, including compensation.
3. With use of the revised budget assumptions for fiscal year 2019/2020, reflected in Numbers 1 and 2, a 2.5% adjustment shall be made to all salary schedules and stipends contained in the Collective Bargaining Agreement between the District and the Guild, July 1, 2018 through June 30, 2021. The 2.5% increase to all salary schedules and stipends shall be retroactive to July 1, 2019.
4. Upon the District's request, the Guild and the District shall initiate a process to solicit bids from joint power authorities (JPAs) that provide comparable health care benefits (medical, dental, and vision). The process will be initiated no later than January 31,

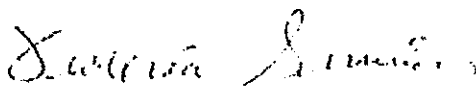
2020. The District and the Guild agree and recognize that joining a JPA may result in reductions to overall health care benefit premiums and that the goal of reducing health care premium costs is intended to result in health care premiums that average less than an 8% increase per fiscal year as noted in Number 2. b. If the Guild and the District mutually agree upon a JPA, both parties shall endeavor to join the JPA no later than the fourth quarter 2020.

5. The Guild and the District agree to initiate a process to explore the use of a funding formula in 2020.

Date of Agreement: November 21, 2019



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Victoria Simmons, Chief Negotiator  
Glendale Community College District

**Side Letter Between  
the  
Glendale College Guild, Local 2276  
and the  
Glendale Community College District**

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District) hereby agree to the following Side Letter:

1. Article VI, Hours, Section 4, Teaching Load, of the Collective Bargaining Agreement, between the Glendale Community College District and the Glendale College Guild, Local 2276, July 1, 2018 through June 30, 2021, updated October 18, 2019, shall be modified to include the attached Teaching Load table. The attached Teaching Load table shall replace the previous iteration of the Teaching Load table;
2. The attached Teaching Load table shall be incorporated into this Side Letter by reference and included in the current iteration of Article VI, Hours, Section 4, Teaching Load, of the Collective Bargaining Agreement between the Glendale Community College District and the Glendale College Guild, Local 2276, July 1, 2018 through June 30, 2021, updated October 18, 2019;
3. The modified Collective Bargaining Agreement, inclusive of the attached Teaching Load table and this Side Letter, shall be posted on the District's website.

Date of Agreement: 11/07/2019



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Victoria Simmons, Chief Negotiator  
Glendale Community College District

cc's:           Instructional Services and Student Services Division Chairs  
          Student Services and Instructional Services Deans  
          Human Resources  
          Payroll

Article VI Hours, Section 4 Teaching Loads

SUBJECT	LOAD
Accounting	15
Administration of Justice	15
Adult Basic Secondary Education	24
Alcohol & Drug Abuse	15*
American Sign Language	15
Anthropology	15
Architecture	21
Art	16
Art History	15
Astronomy	15
Athletics	19
Aviation and Transportation	24
Biology	15
Business Administration	15
Business Computers Continuing Education	24**
Business Office Skills Continuing Education	24**
Computer Applications and Business Office Technologies	15
Chemistry	15
Child Development	15*
Computer Aided Manufacturing	21
Computer Integrated Manufacturing	21
Computer Science and Information Systems	15
Cooperative Education	21
Culinary Arts	18
Dance	16
Economics	15
Educational Media Technology	21
Electronics and Computer Technology	18
Emergency Medical Tech. - Ambulance or non-ambulance	24
Engineering	15
Engineering Support	21
Engineering Technology	21
English (Composition)	14
English (except Composition Courses)	15
English as a Second Language – Credit	15
English as a Second Language – Continuing Education	21**
Environmental Technology	15*
Ethnic Studies	15
Fire Technology	15
Foreign Language	15
Geography	15
Geology	15
Health	15*

Article VI Hours, Section 4 Teaching Loads

Health Information Technology	15
History	15
Hotel and Restaurant Management	18
Humanities	14
Industrial Technology	21
Journalism	15*
Kinesiology	15
Library ***	15
Lifelong Learning Continuing Education	24**
Machine Technology	21
Mass Communications	15
Materials and Processes	21
Mathematics	15
Media Arts	18
Medical Office Assistant	15
Metallurgy and Metals	21
Music	15
Nursing Science	18
Nutrition	15
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
Social Science	15
Sociology	15
Speech Communications	15
Student Development	15
Technical Education	21
Theater Arts	15
Welding	21

Side Letter Between  
the Glendale Community College District and  
the Glendale College Guild

With regard to Release Time under Article VIII, Section 15, Subsection J of the Collective Bargaining Agreement, the Glendale Community College District and Glendale College Guild tentatively agree to the following:

The Division Chair of Student Services release time chart to be expanded to allow for release time of up to 80%, based upon FTE (fulltime equivalent faculty) in the Division, so that the potential release time for Division Chair of Student Services is equal to all other instructional Division Chairs. The stipend that accompanies Division Chair of Student Services released time will be drawn from the table in Section 15-A, as indicated in the current contract.

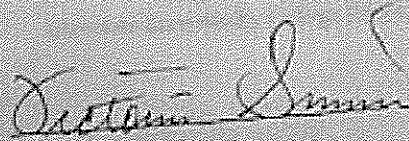
The Students Services released time chart will be modified as follows:

FTE in Division	1-30	31-35	36-40	41-45	46-50	51-55	56-60	61-above
Released Time	45%	50%	55%	60%	65%	70%	75%	80%

Date of Agreement: 9/12/19



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Victoria Simmons, Chief Negotiator  
Glendale Community College District