

Memorandum of Understanding
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 Memorandum of Understanding (MOU):

The District and the Guild recognize the importance of maintaining safe facilities and operations, for the benefit of its students, communities, faculty, and classified staff. The Guild and the District recognize the importance of prudent measures to prevent District employees, students, their families, or other people using District facilities from being exposed to or infected with COVID-19. Care should be taken to identify potential exposure and prevent the spread of the disease. The District and the Guild agree that continuity of District operations should be maintained, and provisions should be made for District employees who are impacted by the COVID-19 pandemic.

To these ends, the District and Guild agree as follows:

The Collective Bargaining Agreement between the Glendale Community College District and the Glendale College Guild, Local 2276 of the American Federation of Teachers, July 1, 2018 through June 30, 2021, Appendix I, delineates the following with respect to head coaching stipends:

Full Time Head Coach

Cross County, M/W and Track & Field, M/W	15% of Contract during semester of sport
Football	12% of Contract during semester of sport
All other sports	10% of Contract during semester of sport

Adjunct Head Coach

Cross County, M/W and Track & Field, M/W	15% of Step 5 – Column II on the Full-time Instructor Salary Schedule
Football	12% of Step 5 – Column II on the Full-time Instructor Salary Schedule
All other sports	10% of Step 5 – Column II on the Full-time Instructor Salary Schedule

Due to the COVID-19 pandemic and the resulting remote learning and work environment, traditional Fall sports programs were suspended for the Fall 2020 semester and may continue to be suspended into the Spring 2021 semester; additionally, Spring 2021 sports may also be suspended in Spring 2021, thus resulting in a complete suspension of both Fall 2020 and Spring 2021 sports.

In the Fall 2020 and Spring 2021 semesters, head coaches have been and possibly will be relieved of performing pre-and-post event day duties as well as day-of-event duties due to the District's continued operation in a remote learning and work environment.

While head coaches are not performing pre-and-post event day duties or day-of-event duties in the Fall 2020 or Spring 2021 semesters, in an effort to support and retain District student athletics, head coaches have been and are expected to continue performing the following duties, which include but are not limited to:

- Daily interaction with/mentoring current student athletes
- Providing ongoing team training, to ensure team success should the season sports recommence
- Convening and attending weekly student-athlete team meetings outside of ATHPE class requirements
- Assisting with personal assessment of student-athlete needs including athletically (remote coaching), academically, socially and financially
- Aiding with matriculation process and contacting four-year schools for current student athletes
- Assisting with the return of Academic Progress Reports
- Scheduling contests associated with a Fall 2020 or Spring 2021 season (should a remote environment cease) and a Fall/Spring 2021/22 season
- Recruiting student athletes for the 2021/22 season
- Convening and attending team staff meetings (classified and coaching staff)
- Overseeing assistant coach activities and related development
- Developing policies, procedures, and safety protocols to address COVID-19
- Participating in athletic-related professional development activities including:
 - Attending athletics division meetings
 - Attending virtual workshops
 - Participating in individualized professional development (analyzing films, reviewing online resources, and attending conferences)
 - Attending CCCAA meetings
 - Attending Southern California Athletic Association meetings
 - Attending state meetings related to athletics
 - Attending WSC/SFCA meetings, if applicable

As the head coach duties detailed above sufficiently replace the pre-and-post event day duties and the day-of-event duties of a non-remote athletics environment, the head coaches are eligible to receive the stipends delineated in Appendix I for the Fall 2020 and Spring 2021 semesters.

Date: 11/30/2020

A handwritten signature in black ink, appearing to read 'C. DePiro', written over a horizontal line.

Caroline DePiro, Chief Negotiator
Glendale College Guild, Local 2276

A handwritten signature in black ink, reading 'Victoria Simmons', written over a horizontal line.

Victoria Simmons, Chief Negotiator
Glendale Community College District