

TENTATIVE AGREEMENT
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND
ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76
and the
GLENDALE COMMUNITY COLLEGE
DISTRICT

The California School Employees Association and Its Glendale Community College Chapter #76 (hereinafter "CSEA") and the Glendale Community College District (hereinafter "District") hereby agree to the following:

1. The District shall use the following budget assumptions for the 2021/2022 and 2022/2023 fiscal years:
 - a. An average cost for new or replacement classified staff positions shall be reflected as:
 - i. Step 3 of the appropriate salary range reflecting the July 1, 2021 revisions to the CSEA salary schedule
 - ii. Average of the District's mandatory benefits rates including retirement, workers' compensation, etc., (\$16,755)
 - iii. Average of the District paid health benefit premiums, (\$25,000)
 - iv. Total new or replacement cost of classified staff positions shall reflect Step 3 of appropriate range plus \$41,755 (1.a.ii. + 1.a.iii)
 - b. District paid health care premiums (medical, dental, and vision) shall be budgeted at an 8% compounding rate. In the fiscal year 2022/2023, should the District paid health care premiums (medical, dental, and vision) exceed 8%, the District and CSEA 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 is less than 8% may result in a surplus of funds available for mandatory reopeners, including compensation.
2. With use of the revised budget assumptions for fiscal year 2021/2022, reflected in Number 1.a. and 1.b., a 5% adjustment shall be made to all salary schedules and stipends contained in the Collective Bargaining Agreement between the District and CSEA, July 1, 2018 through June 30, 2021. (Collective Bargaining Agreement). The 5% increase to all salary schedules and stipends shall be retroactive to July 1, 2021. The 5% increase shall not be applied to the following Collective Bargaining Agreement provisions: Article VIII, Wages, Section 14, Bilingual Differential, and Article IX, Health and Welfare Benefits, Section 5, Cash-in-lieu of Medical Benefits.
3. CSEA and the District shall continue discussions and exploration of joining a joint power authority (JPA) that provides comparable health care benefits (medical, dental, and vision). The District and CSEA 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 1.b.

Should CSEA and the District mutually agree to join a health benefits JPA, CSEA and the District agree to reopen negotiations to discuss potential ongoing health care benefit premium savings.

Date of the Agreement: September 23, 2021

Saadat Aziskhanova

Saodat Aziskhanova, Chief Negotiator
CSEA and Its Glendale Community College District
Chapter #76

Victoria Simmons

Victoria Simmons, Chief Negotiator
Glendale Community College District

AR 09/27/21

Angelica Reyes, CSEA Labor Representative