

**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 2021-2022 fiscal year:
 - a. An average replacement cost for fulltime faculty positions shall be reflected as:
 - i. Class IV, Step 6, \$81,062
 - ii. Average of District's mandatory benefits rates including retirement, workers' compensation, etc. (\$16,755)
 - iii. Average of District paid health benefit premiums (\$25,000)
 - iv. Total replacement cost of \$122,817
 - b. This budget assumption is based upon analysis of three years of newly hired fulltime faculty, inclusive of 2018-2020.
 - c. Based upon mutually agreed revisions to Appendix A, Class IV, Step 6, if Class IV, Step 6 exceeds \$81,062 by \$500, a revised budget assumption will be created using a revised increment.
2. The District shall use the following budget assumptions, as noted, for the 2021/2022 and 2022/2023 fiscal years:
 - a. 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 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 is 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 2021/2022, reflected in Numbers 1 and 2, a 5% adjustment shall be made to all salary schedules and stipends contained in the Collective Bargaining Agreement, July 1, 2018 through June 30, 2021, between the District and the Guild retroactive to July 1, 2021.
4. The Guild and the District shall continue discussions and exploration of joining a health benefits joint powers authority (JPA). Should the Guild and District mutually agree to join a health benefits JPA which provides equal to or better coverage than the current District benefit plans, the Guild and District agree to

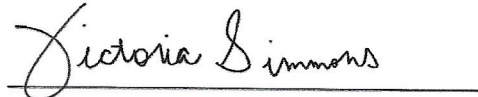
reopen negotiations to discuss potential ongoing health care benefit premium savings below the 8% as delineated in Number 2.a.

5. The Guild and the District agree to initiate a process to explore the use of a funding formula in Fall 2022.

Date of Agreement: September 23, 2021



Caroline DePiro, Chief Negotiator
Glendale College Guild



Victoria Simmons, Chief Negotiator
Glendale Community College District