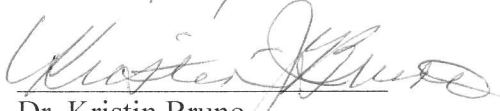


The Glendale College District and Guild agree to the following salary adjustments for 2009-2010:

1. The Guild agrees to contribute its share of the \$362,460.00 Blue Shield rebate to the District.
2. All salary schedules and stipends (with the exception of schedules B1 and B2) shall be reduced by 1% for work performed during the second half of the academic year 2009-2010. This 1% pay reduction shall extend to the pro-rata pay and Schedule B for Winter 2010. All schedules shall revert to their current levels at the start of Summer 2010.
3. In exchange of the concessions delineated in #1 and #2 above, the District agrees to make the current parity level of 5.96% noncontingent upon parity dollars received from the State in 2010-11. The Guild and the District agree to negotiate a permanent solution for adjunct parity funds in the event of a possible reduction by the state in years beyond 2010-11. Furthermore, the District agrees to reflect in Schedule B1 any and all future increases in parity dollars received from the State.
4. In the event of mid-year budgetary cuts, the District and the Board of Trustees shall use \$300,000.00 once from the District's reserves to offset the District's budget deficit. No other salary concessions from the Guild shall occur during the fiscal year 2009-2010 unless the District is faced with mid-year reductions in revenues in excess of \$500,000.00.
5. The District and the Board shall present the Guild with a plan and timeline for implementing the 1% salary increase negotiated between the two parties in 2007-08 within two weeks of the approval of the State-adopted budget for 2010-11. The District agrees to not fill any current permanent position vacancies without the approval of the Budget Committee.
6. All groups on campus (CSEA, Guild, Confidential Employees, and Management) shall be required to produce their proportionate share of concessions. Any monies deducted in excess of the sum needed to balance the 2009-2010 budget attained from the Guild membership due to state-imposed mid-year cuts shall be credited to the Guild for negotiations in 2010-2011.

Date: 12/10/09


Dr. Kristin Bruno
Chief Negotiator,
Glendale College District


Isabelle Saber
Chief Negotiator,
Glendale College Guild