

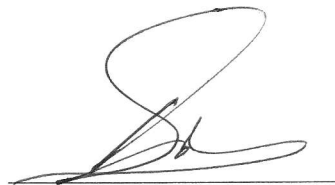
The Glendale College District and Guild agree to the following salary adjustments for 2009-2010:

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

Tentative Agreement on the Calendar – November 5, 2009

The District and the Guild agree to the attached Summer Calendar proposal for the 2010-2011 Academic year.

SUMMER 2010 ACADEMIC CALENDAR PROPOSAL

One session: 6 weeks; 4 workdays per week

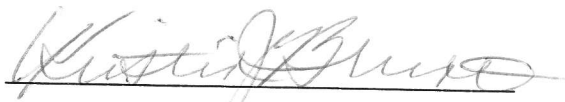
Start date: June 21, 2010 (M)

Holiday: July 5, 2010 (M)


End date: July 29, 2010 (TH)

Tentative Agreement Date

11/27/09



Kristin Bruno,
District Negotiator



Isabel Saber,
Guild Negotiator

Tentative Agreement on the Calendar – December 3, 2009

The District and the Guild agree to the attached Calendar proposal for the 2010-2011 Academic year.

ACADEMIC CALENDAR PROPOSAL For 2010-2011

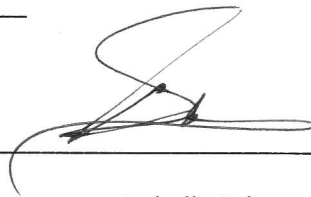
See attached calendar

Tentative Agreement Date

12/3/09



Kristin Bruno,
District Negotiator



Isabelle Saber,
Guild Negotiator

GLENDALE COMMUNITY COLLEGE

2010-2011 Academic Calendar

Summer 2010

M	T	W	Th	Fr	S	M	T	W	Th	Fr	S	M	T	W	Th	Fr	S
June																	
14	15	16	17	18	19	21	22	23	24	25	26	28	29	30	1	2	3
12	13	14	15	16	17	19	20	21	22	23	24	26	27	28	29	30	31
9	10	11	12	13	14	16	17	18	19	20	21	23	24	25	26	27	28

Fall 2010

M	T	W	Th	Fr	S	M	T	W	Th	Fr	S	M	T	W	Th	Fr	S
Sep																	
30	31	1	2	3	4	6	7	8	9	10	11	13	14	15	16	17	18
Oct																	
27	28	29	30	1	2	4	5	6	7	8	9	11	12	13	14	15	16
Nov																	
25	26	27	28	29	30	1	2	3	4	5	6	8	9	10	11	12	13
Dec																	
22	23	24	25	26	27	29	30	1	2	3	4	6	7	8	9	10	11
20	21	22	23	24	25	27	28	29	30	31							

Winter Intersession 2011

M	T	W	Th	Fr	S	M	T	W	Th	Fr	S	M	T	W	Th	Fr	S
Jan																	
3	4	5	6	7	8	10	11	12	13	14	15	17	18	19	20	21	22
Feb																	
31	1	2	3	4	5	7	8	9	10	11							

Spring 2011

M	T	W	Th	Fr	S	M	T	W	Th	Fr	S	M	T	W	Th	Fr	S
Mar																	
14	15	16	17	18	19	21	22	23	24	25	26	28	29	30	1	2	3
Apr																	
14	15	16	17	18	19	21	22	23	24	25	26	28	29	30	31	1	2
May																	
11	12	13	14	15	16	18	19	20	21	22	23	25	26	27	28	29	30
June																	
9	10	11	12	13	14	16	17	18	19	20	21	23	24	25	26	27	28
July																	
F	7	8															

F = Finals

- Flex Days

- Institute Day

- Local Vacation

- Holiday

ACADEMIC CALENDAR FOR 2010-2011

Summer 2010

June 21	(M)	First day of summer session
July 5	(M)	Independence Day—Campus closed
July 29	(TH)	Last day of summer session (Final Examinations)
Aug 23-27		Faculty Flex Days

Fall 2010

Sept. 3	(F)	Institute Day - Noon
Aug. 30	(M)	Instruction begins for the fall semester
Sept. 6	(M)	Labor Day—Campus closed
Nov. 12	(F)	Veteran's Day—Campus closed
Nov. 25-27	(Th,F,Sa)	Thanksgiving Vacation
Dec. 8-15	(W-W)	Final Examinations
Dec. 15	(W)	Last day of the fall semester
Dec. 25	(S)	Christmas
Dec.	TBD	Campus closed

Winter Intersession 2011

Jan. 1	(S)	New Year's Day—Campus closed
Jan. 3	(M)	Instruction begins for the winter intersession
Jan. 17	(M)	Martin Luther King, Jr. Day—Campus closed
Feb. 10	(Th)	Last day of winter intersession (Final Examinations)

Spring 2011

Feb. 14	(M)	Instruction begins for the spring semester
Feb. 18	(F)	Lincoln Day—Campus Closed
Feb. 21	(M)	Washington Day—Campus closed
April 11-16	(M-Sa)	Spring Break for Students
May 30	(M)	Memorial Day—Campus Closed
June 3	(F)	Commencement 6:00 p.m.
June 1-8	(W-W)	Final Examinations
June 8	(W)	End of the spring semester

Saturday Classes—During the fall 2010 semester, there will be no Saturday classes on November 27. During the spring 2011 semester, there will be no Saturday classes on April 16.

The Glendale College District and Guild agree to the following:

ARTICLE VIII. SALARIES

Section 3. Intersession - Pay

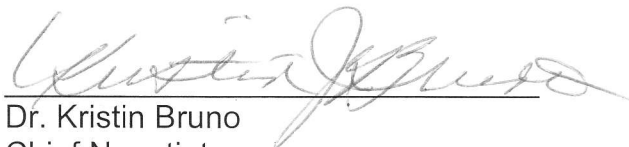
A. Instructional Contract Employee

In accordance with the approved calendar, the District may offer up to three intersessions ("short session"). Instructors who are paid under Appendix 'A' during the regular academic year shall remain under Appendix 'A' of this agreement but shall be limited to a maximum of step 8 of the applicable class.


Intersession pay shall be calculated based on the actual teaching hours in relation to a full-time equivalent load calculated at 1.67 months. All intersession hours in excess of sixty percent (60%) of a full time load (as defined in Article VI, Section 4) shall be paid at the hourly rate. For purposes of this annual 60% load limitation, the year begins with the first summer session.

The number of hours that constitute a full-time teaching load during intersession shall be six (6) times the number of hours on the teaching load chart in Article VI, section 4. Any lecture or laboratory hours in excess of said load shall not exceed six (6) hours per week, except by special approval of the Vice President of Instructional Services.

Date: 11/05/09



Dr. Kristin Bruno
Chief Negotiator,
Glendale College District



Isabelle Saber,
Chief Negotiator,
Glendale College Guild

TENTATIVE AGREEMENT—Article VIII

Section 5. Selection of Staff for Summer Short Sessions

The District shall determine the summer short session curriculum. Also, the District retains discretion to determine whether any instructor is qualified to teach any particular course offering. An instructor who has developed an approved course for the summer a short session program shall be given preference in teaching the initial offering of such course. Subject to the foregoing, the following preferences shall apply in the selection process:

A. Instructional Faculty

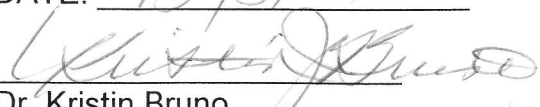
Priority shall be given to those faculty members who are employed by the District under full-time contract during the regular academic year provided the employee faculty member has received at least two (2) "meets or exceeds" ratings in the most recently completed tenured faculty evaluation or an overall rating of "meets or exceeds" in the most recently completed probationary faculty evaluation. New contract faculty who have not received their first overall evaluation, shall be placed at the bottom of the contract faculty priority list. The employee faculty member shall have indicated her/his intent to teach during the summer short session prior to the second rollover for assignments. Within this group, if more than one qualified instructor faculty member desires a particular course assignment, the division shall, ~~pursuant to its own internal rotation or distribution system, determine who shall receive the assignment.~~ assign courses according to the following priority system:

1. Contract faculty teaching a portion of their regular load during short sessions.
2. Contract faculty desiring to teach a course in exchange of pro-rata pay or load banking shall receive an assignment of at least three (3) units according to a least recency rotation system. That is, priority shall be given to those faculty members who have been without a short session assignment for the greatest amount of time in all divisions in which they teach. Division Chairs shall be responsible for maintaining a rotation list of short session assignments for all contract faculty within their division, and shall coordinate with other Division Chairs regarding the assignment of faculty who teach in multiple divisions. Furthermore, no contract faculty member shall be assigned another short session course within the same academic year unless all other qualified contract faculty desiring a course shall have received a short session assignment as well.

Area expertise and currency in the field shall be given consideration in the assignment of short session courses.

If there is a dispute within the division or between divisions, the final selection shall be made by the Vice President, Instructional Services and such final decision shall not be subject to the grievance procedure.

DATE: 12/3/09


Dr. Kristin Bruno
District Chief Negotiator


Isabelle Saber
Guild Chief Negotiator


Article VII, Section 4E

9. A faculty member on an approved paid or unpaid FMLA leave for purposes other than personal illness may use a combination of personal necessity, banked, and compensatory time to extend his/her leave until the end of the semester, and shall be on paid status for the additional days beyond the time allotted by FMLA. In the event the faculty member on FMLA leave does not have sufficient personal necessity, banked, or compensatory time to reach the end of the semester while on paid status, he/she may elect to loadshift up to four and a half weeks of workload or equivalent units from subsequent semesters.

The provisions in this section are applicable to Fall and Spring semesters only; furthermore, this extension may not prolong the faculty member's absence beyond the semester during which the FMLA leave has occurred.

If the faculty member does not return to the District to complete the loadshifted units or hours, the District shall follow the procedures outlined in Article VIII, section 23, for Recovery of Money Overpaid to Faculty.

Tentative Agreement reached on December 03, 2009



Dr. Kristin Bruno

Chief Negotiator,

Glendale College District



Isabelle Saber

Chief Negotiator,

Glendale College Guild