

**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 Tentative Agreement:

ARTICLE X  
**CLASS SIZE**

The language in this article applies to ~~traditional, online, and hybrid classes.~~

**Section 1. General Provisions**

A. This article shall apply to the following classes;

- in-person
- distance education certified synchronous online instruction,
- distance education certified asynchronous online instruction, and
- laboratory

**Section 2 1. Minimum Class Size**

A. Credit and noncredit lecture and laboratory classes shall have a minimum class size requirement of 15 students, ~~The minimum class size of 15 students shall apply to all credit lecture and laboratory classes,~~ unless the District, in its sole discretion, may lower ~~waives~~ the this the 15 student minimum requirement. Examples of ~~reasons for such~~ waivers may include but are not limited to are:

- Courses required for graduation or for a major or career subject area, or for required licenses or permits;
- Courses based upon periodic need, limited classroom or laboratory facilities, geographic location, experimental or pilot programs, or legal mandates; and
- Independent study, seminar, colloquia, coordinated instruction systems classes and classes by arrangement.

B. ~~The minimum class size for fee classes, summer, and winter intersession may be adjusted periodically by the Board of Trustees.~~

C. ~~The minimum class size for "Team taught classes" shall be 15 students~~ shall have a minimum class size requirement of 15 students per assigned instructor.

### **Section 3.2. Maximum Class Size**

A. ~~The maximum class size~~ Class size maximums shall be subject to:

- Limitations inherent in the nature of the class,
- The size of the classroom or laboratory,
- The number of available student stations and equipment,
- The safety of students, and
- Budgetary considerations.

~~The maximum~~ Decisions regarding class size maximums ~~considering the above criteria~~ shall be determined by the District, ~~upon~~ in consultation with the Division Chairs, ~~and entered in the Course Dictionary.~~ For any given academic term, the District shall not, in scheduling classes, establish seat loads for classes in excess of the class sizes in the then current Course Dictionary except ~~upon agreement with the appropriate Division Chair.~~

B. ~~The maximum seat load for a team taught class shall be 27 times the number of instructors. Team taught classes are not subject to the Large Lecture Class Formula below. Team taught courses shall be subject to the large lecture formula if there are more than 41 students per instructor. (Example: 2 instructors x 41 students each = 82 or more students).~~

C. ~~All lecture classes loaded at 41 or above shall be subject to the Large Lecture Class Formula.~~

### **Section 3. Large Lecture Classes**

A. Large Lecture: classes loaded at 41 or more students per instructor.

B. ~~Large credit lecture classes courses shall be made subject to the Section 4. Large Lecture Class Formula as shown below, so that~~ and the instructor shall receive additional teaching load unit(s) credit based upon the number of students enrolled as of census. ~~For noncredit Large noncredit lecture classes courses, the additional teaching shall receive additional load unit(s) credit shall be based upon the average number of students attending attendance during the class sessions for the entire whole term or semester. The credit and noncredit lecture classes courses to be made subject to this the large lecture class formula shall be pre-approved by the area Vice President District by the second submission of the class schedule. Any exceptions to this timeline can only be granted by the Vice President of Instructional Services.~~

C. Laboratory classes shall be excluded from Sections 3 and 4 of Article X and shall not be scheduled as large lecture.

B. ~~For each class section approved for Large Lecture credit, the District may establish a target number of units that can be earned. That target number will be communicated in writing to both the Division Chair and instructor by the appropriate Dean. The actual maximum numbers of units awarded shall not exceed that target number by more than one-half unit.~~

~~C. If the actual enrollment in a class subject to the formula falls below the number projected when the instructor's workload was initially assigned, the reassignment provisions of Section 5C of this Article shall apply. If the actual enrollment exceeds the number projected, the District shall either pay the instructor for the number of additional load units under the formula at the established overload rate, allow the instructor to bank the units, or provide an adjusted workload within the following two (2) semesters. In determining which option to use, the District shall give good faith consideration to the preference of the employee.~~

D. Approved scheduled large lecture credit classes shall be calculated at census. Approved scheduled large lecture non-credit classes shall be calculated at the end of the semester or intersession based on average daily attendance.

E. ~~D.~~ Adjunct faculty shall ~~would~~ not be approved for large lecture classes when large lecture load unit(s) ~~-credit~~ would cause them adjunct appointment to exceed 67% ~~of a load~~.

#### **Section 4. Large Lecture Class Formula**

~~Each student beyond 40 students in the class shall generate additional teaching load unit credit equal to "the number of teaching hours of the class, divided by 45," with the exception of large lecture courses between 3 and 4 units, and between 50-62 students which shall receive credit as shown in Appendix H.~~

Large lecture classes shall be paid in accordance with Appendix H.

#### **Section 5. ~~Definitions~~ Assignment Decisions and Reassignments**

~~A. The references in this Article to "lecture" or "laboratory" courses or classes refer solely to credit courses or classes so designated in the College catalog, and do not refer to combination lecture-activity classes or lecture-laboratory classes, although it is possible for the lecture portion of a lecture-laboratory class to be made subject to the large lecture class formula. In that case, the formula is applied to the lecture hours only.~~

~~B. This Article provides throughout for various decisions to be made by the District. It is intended to refer to the following process: recommendation by the appropriate Division Chairperson to the appropriate administrator; right of an instructor to appeal administrators' decision to Superintendent/President for final decision; such final decisions are not subject to review through the grievance procedure.~~

A. Final scheduling decisions recommended by the Division Chair to the area Vice President may be appealed to the Superintendent/President. The Superintendent/President's final decision regarding scheduling shall not be subject to Article IV, Grievance Procedure.

B. With approval of the area Vice President, if a full-time instructor's normal assigned teaching load is reduced below the full-time instructional obligation due to class

cancellation or if the anticipated large lecture class does not have 41 or more students as of census, because a class is canceled under Section 1, or because the projected size of a large lecture class subject to the formula in Section 4 is not met, the instructor may be reassigned to any one or more of the following to complete his/her fulfill the full-time instructional obligation workload requirements:

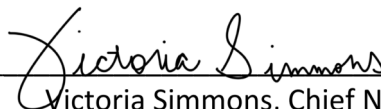
1. ~~Teach another class with contact hours~~ Be assigned class(es) in a following subsequent semester or intersession in consultation with the Division Chair and area administrator, which may be assigned by the District to fall any time between Monday through Friday 8:00 a.m. to 10:00 p.m. This is an exception to the normal work week assignment limitations in Article VI Section 1.
2. Be assigned a Curriculum development project;
3. ~~Supervision or consultation with regard to Cooperative Education Work Experience Program;~~
3. 4. ~~Such other~~ Be assigned comparable assignment(s) as is deemed appropriate by the District. Such reassignment Comparable assignments shall normally be made either immediately or within the subsequent two (2) semesters, but may be extended, in exceptional circumstances, at the discretion of the District.

4. May use banked load.

DATE: November 18, 2021



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Victoria Simmons, Chief Negotiator  
Glendale Community College District

**Tentative Agreement**  
by and between the  
Glendale College Guild, Local 2276  
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Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

**ARTICLE XIII**

**MISCELLANEOUS PROVISIONS**

**~~Section 1. Miscellaneous Deductions~~**

~~The District shall, upon receipt of an employee's individually signed authorization card provided by the District, deduct from such employee's earnings, the amount specified by the employee for the following: Credit Union, United Way/Glendale AID, tax-sheltered Annuities, U.S. Savings Bonds and Glendale College Foundation.~~

**Section 12. Notices**

All notices and communications required by this Agreement shall be in writing and shall be deemed given if: delivered personally, or mailed by certified mail return receipt requested, or emailed to the parties at the following addresses, or at such other address for a party as shall be specified by notice given pursuant hereto:-

To the Guild:

Glendale College Guild - AFT  
1500 North Verdugo Road  
Glendale, California 91208  
Glendale email address of Guild President

To the District:

Superintendent/President  
Vice President/Human Resources  
Glendale Community College  
1500 North Verdugo Road  
Glendale, California 91208  
Glendale email address of Superintendent/President and Vice  
President/Human Resources

**~~Section 3. Upgrading District Adjunct Candidates~~ Adjunct Interviews for Full-time Faculty Vacancies**

- A. A minimum of three (3) adjunct candidates who meet the qualifications for the position shall be advanced to the oral initial interviews. Seniority in the District may be a factor in determining the adjunct candidates selected under this provision.
- B. Additional consideration shall be given to an adjunct candidate who is a person with disabilities, provided the person meets the qualifications for the opening and there is under representation of that group in the discipline being hired.
- C. In evaluating candidates for recommendation to the Superintendent/ President, the hiring committee shall consider, among many other factors, individuals meeting the conditions of A and B above.

**Section 24. Conference and Travel**

The District shall provide \$200 per fulltime equivalent faculty (FTEF) for conference attendance and travel. These funds shall be appropriated to all divisions on the basis of a calculated FTEF based on all fulltime and adjunct faculty within a division as determined by the current fall FTEF total. It is the intent of the Guild that these funds shall be made available to both fulltime and adjunct faculty.

**Section 35. Campus Safety/ Use of Digital Locks**

- A. The Glendale Community College District's Police Department shall will be in charge of the responsible for the digital lock infrastructure and related data storage. of all locks within the Glendale Community College District.
- B. Any a Access to digital lock data (digital electronic and printed) made by and stored on the lock system can shall only be restricted to the accessed by the Glendale Community College District's Police Department, Superintendent/President or designee, and/or the District's legal counsel for the sole purpose of investigating alleged criminal activity.
- C. The digital lock data associated with bargaining unit members recording the coming and going of faculty members shall not be used to document or evaluate faculty performance. Digital lock data may only be used to investigate alleged criminal activity.

**Section 46. Use of Cameras on District Properties on Campus**

Camera Inventory: The District shall will provide a list of all cameras and their locations on District properties. An updated list will be provided to the Guild by the first work day in September 1<sup>st</sup> of each year for review.

- A. The Glendale Community College's District's Police Department will shall be responsible for in charge of the camera infrastructure and related video recording data storage. of the video recording system within the Glendale Community College District.
- B. The Access to camera video recordings (digital and printed) shall be restricted to made by and stored on the system may only be accessed by the Glendale Community College the

District's Police Department, Superintendent/President or designee, and/or the District's legal counsel for the sole purpose of investigating alleged criminal activity.

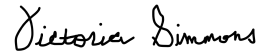
C. The camera video recordings associated with bargaining unit members recording of faculty members shall not be used to discipline or evaluate any faculty, except in cases of alleged criminal activity.

All District properties shall will display sufficient signage throughout indicating that cameras are recording.

DATE: April 7, 2022



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Victoria Simmons, Chief Negotiator  
Glendale Community College District

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 by and between the  
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 Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

**GLENDALE COMMUNITY COLLEGE  
 INITIAL SALARY PLACEMENT**

Instructor Name \_\_\_\_\_ Date \_\_\_\_\_

Division \_\_\_\_\_

**EDUCATION**

Column Placement

Units beyond  
 Bachelor Degree

\_\_\_\_\_ Degrees

\_\_\_\_\_ Credentials

\_\_\_\_\_ Equivalent

-	-	-	-	-
<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>	<b>CLASS V</b>
<del>Bach.</del>	<b>Bach. + 42 Units</b>	<b>Masters + 56 Units beyond the Bach</b>	<b>Masters + 70 Units beyond the Bach</b>	<b>Masters + 84 Units beyond the Bach or Doctorate</b>
-	- or	-	-	-
-	<b>Masters</b>	-	-	-
<b>VOCATIONAL</b>		<b>AA + 60 units</b>	<b>BA + 28 units</b>	<b>BA + 56 units</b>
-	-	-	-	-

**Units Subtotal for education** \_\_\_\_\_ *(Please check the appropriate column)*

**EXPERIENCE**

Step Placement

Years of Full-time Equivalent

Teaching Experience \_\_\_\_\_ years



— Military Experience ————— year

— Subtotal for experience ————— years

**Placement based on Education and Experience ————— Years/Step**

**Up to a maximum of Step 8**

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Human Resources Department ————— Employee

## ~~SALARY PLACEMENT REGULATIONS~~

~~A. On the effective date of the schedule, all instructors shall be placed on the salary schedule according to their previous experience in the Glendale Community College District. Placement and step progression on this Salary Schedule shall be based exclusively on experience as an academic employee in the District. For purpose of all adjunct faculty salary step increases, adjunct faculty members may earn up to 3 semesters credit per year on the salary schedule in Fall, Spring, Winter and Summer. Step 2 becomes effective the fifth semester of service at the College. Step 3 becomes effective the ninth semester at the College. Step 4 becomes effective the thirteenth semester of service at the college. Step 6 (beginning 2005-2006) becomes effective the twenty first semester at the College. Such service need not be consecutive.~~

~~For the purpose of Appendix B semester credit will be given for courses that are six weeks or more. Semester credit will also be given for a course that is less than six weeks but equals 16 hours or more of teaching.~~

~~B. To qualify for Class II, the instructor must have earned a Bachelor's Degree or have had at least six (6) years of verified occupational experience in the field in which he/she is instructing.~~

~~C. To qualify for Class III, the instructor must have earned a Master's Degree or an equivalent or higher degree, or have earned a Bachelor's Degree and have had at least nine years of verified occupational experience in the field in which she/he is instructing.~~

~~D. To qualify for Class IV, the adjunct instructor must have earned a Master's Degree plus 14 additional Carnegie units or have earned a Bachelor's Degree and have had at least twelve years of verified occupational experience in the field in which instruction is given.~~

~~E. Sick leave for adjunct faculty who have exceeded their accumulated sick days shall be handled by a per diem (Daily Rate Calculation) in the same manner as currently used for full-time faculty.~~

~~F. Advancement on this salary schedule shall be in accordance with Article VIII Salaries-Section 11 - Advancement on the Salary Schedule.~~

DATE: April 14, 2022



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Caroline DePiro, Chief Negotiator  
Glendale College Guild



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Victoria Simmons, Chief Negotiator  
Glendale Community College District



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The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

**Continuation of Negotiations**

The Guild and District mutually agree to continue to meet and negotiate from July 1, 2022 through June 30, 2023. During this period, the District and Guild agree to meet and negotiate the issues and articles delineated below. The Guild and District shall sunshine the issues and articles delineated below at the June 21, 2022 Board of Trustees meeting.

**Mutual District and Guild Issues and/or Articles**

- Article VIII, Salaries and related Appendices
- Appendix C

**Guild Issues and/or Articles**

- ARTICLE VI HOURS, Section 1. Basic Hours – an addition to the contract allowing faculty to participate in campus meetings and obligations remotely
- ARTICLE VI HOURS Section 4. Teaching Loads – an update to the contract that would allow the teaching load for Parent Ed as well as Film/Media Production to be reviewed and possibly reduced
- ARTICLE VI HOURS Section 10 – an update to the contract ensuring that faculty have ease of access to information regarding the status of their banked hours as well as faculty unit credits
- ARTICLE VI HOURS, SECTION 16 G – an update in the contract allowing Contract faculty to teach 100% online so long as their other contractual obligations are being met
- ARTICLE VI HOURS, SECTION 22 Intellectual Property Rights – an update to the Intellectual Property section of the contract to clarify ownership of faculty creations
- Article VII: LEAVES OF ABSENCE: Section 1 (Types of Leaves) – an update in the contract ensuring that faculty who are on leave are not charged with finding their own replacement for courses, substitutes, or generalized duties
- ARTICLE VII LEAVES OF ABSENCE 2 – an update to the contract that clarifies how adjunct office hours are paid when an adjunct faculty member is out sick
- ARTICLE VIII SALARIES, Section 2. Adjunct Faculty, A-D – a contract clarification regarding adjunct compensation for holidays

- ARTICLE VIII SALARIES, Section 2. Adjunct Faculty, A-D – an addition to the contract that clarifies that a faculty member is not considered to have an expectation of employment until they have been offered an actual contract
- ARTICLE VIII SALARIES Section 3. Intersession Pay – an update in the contract that ensuring Intersession pay is equal or better to pay for fall and spring for all adjunct faculty
- ARTICLE VIII: SALARIES: SECTION 10, B (SERVICE ADVANCEMENT) – an addition to the contract ensuring that when a faculty member serves as an administrator, their years of service are credited on the salary schedule when they return to work as a faculty member
- ARTICLE VIII SALARIES, Section 13 – an addition to the contract that allows for equity between adjunct faculty and adjunct counselors by assigning an additional workday for each adjunct counselor if their hours are cancelled due to a holiday
- ARTICLE VIII SALARIES, Section 16 – an update in the contract allowing for an adjustment, augmentation, and renaming of the Visual and Performing Arts stipends
- ARTICLE VIII: SALARIES, SECTION 18: EXTRA ASSIGNMENTS – an addition to the contract that compensates instructors teaching Independent Study courses
- ARTICLE XI – HEALTH AND WELFARE BENEFITS, SECTION 1 – an update to the contract to increase the District’s current contribution to retiree healthcare and long-term care allowances until the employee reaches Medicare eligibility age
- ARTICLE XI HEALTH AND WELFARE BENEFITS, Section 4. Retirement Benefits – an update in the contract that specifies that compensatory hours will be paid out upon resignation, retirement, or death
- ARTICLE XIII (MISCELLANEOUS PROVISIONS) SECTION 5 (NEW) – an addition to the contract to include subsidized car charging for all faculty who commute using electric or hybrid cars
- CONTRACT SECTION TBD – an update in the contract to reflect the varied responsibilities of library faculty in fulfilling their roles as Instructional Services faculty
- The Guild has an interest in achieving pay parity for adjunct faculty, including an improved pay schedule to match the structure of the full-time pay schedule as well as additional compensation for doctoral degrees, professional licensure, and certification.
- The Guild has an interest in restructuring stipend compensation to reflect current job duties for stipends such as, but not limited to division chairs, department chairs, independent study, nutrition, and team teaching.
- The Guild has an interest in providing a benefit for full time faculty that would allow permanently disabled faculty to continue to receive medical benefits until Medicare eligibility.

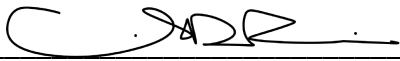
#### **District Articles and/or Issues**

- **Article VI, Hours** – The District has an interest in clarifying the language within the article, ensuring consistent terms are used throughout the agreement, and ensuring the

language addresses instructional and non-instructional faculty within the bargaining unit.

- **Article VII, Leaves of Absence** - The District has an interest in clarifying various provisions of the article to ensure compliance with federal and state statutes and regulations.
- **Article IX, Evaluation Procedures and related Appendices** – The District has an interest in clarifying the timelines delineated in the evaluation procedures, clarifying various provisions of article, and ensuring consistent terms are used throughout the agreement.
- **Article XI – Health and Welfare** – The District has an interest in exploring entry into benefits joint powers authority or health benefit trust and related benefit plan offerings, clarifying various provisions of article, and ensuring consistent terms are used throughout the agreement.

DATE: May 19, 2022



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Caroline DePiro, Chief Negotiator  
Glendale College Guild



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Victoria Simmons, Chief Negotiator  
Glendale Community College District

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The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

**Article VIII, Salaries**

**Section 9, Initial Placement on Salary Schedule**

D. **Initial Salary Schedule Class** Placement ~~Schedule~~ for **Fulltime Contract** Faculty

1. **Definitions:**

- a. **Professional experience: must be directly related to the fulltime faculty member's teaching assignment.**
- b. **Semester units: semester units shall be used as the standard. One quarter unit is equal to two-thirds (2/3) of a semester unit for determining placement. All units and degrees for initial placement or advancement on the salary schedule must be from an accredited institution of higher education.**
- c. **Professional license: typically granted by a government agency, which allows an individual to perform certain government regulated tasks or occupations. A professional license may be obtained by meeting certain requirements, usually by completing a course of education and/or assessments. After obtaining a professional license, there may be ongoing requirements to maintain the currency of the professional license.**
- d. **Certifications: indicate mastery of or competency in specific knowledge, skills or processes that can be measured against a set of accepted standards. These are not certificates from an educational institution or completion of a series of courses, but are instead typically awarded through assessment and validation of skills in cooperation with a business, trade association, or other industry group. After attaining a certification, individuals often must meet ongoing requirements to maintain the currency of the certification.**

2. **Class Placement**

**Initial salary schedule class placement for fulltime faculty shall be based upon the criteria:**

~~1. Class I—Bachelor's Degree OR a Community College Instructor's credential (partial fulfillment) OR equivalent in a vocational/occupational subject area OR a professional license/credential in the subject area.~~

- a. ~~Class II—Bachelor's Degree plus forty two (42) Carnegie units; OR Master's; OR Community College Instructor's credential (fully satisfied) OR equivalent in a vocational/occupational subject area; OR a professional license/credential in the subject area and 2 years or more of work experience in the subject area.~~

**1) Academic**

- **Master's degree, or**
- **Bachelor's plus 42 semester units, or**
- **California Community College Teaching Credential**

**2) Vocational/Occupational**

- **A professional license or certification in the subject area and two years or more of work experience in the subject area.**
- **Equivalency in a vocational/occupational subject area granted by the Academic Senate**

- b. ~~Class III - Bachelor's Degree plus fifty six (56) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area, plus 60 Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area plus Associate Degree; OR a professional license/credential in the subject area plus 60 Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR a professional license/credential in the subject area plus Associate Degree.~~

**1) Academic**

- **56 semester units beyond a Bachelor's, including a master's degree,**

**Examples:**

- **If a faculty member has a Master's comprised of 45 units, 11 additional units would be required for a faculty member to advance to Class III**
- **If a faculty member has a Master's comprised of 30 units, 26 additional units would be required for a faculty member to advance to Class III**

**2) Vocational/Occupational**

- **Professional license, or certification in the subject area plus Associates degree.**
- **Professional license, or certification in the subject area**
  - **plus 60 semester units (lower division, upper division, or both),**
  - **8 semester units of which may be approved work experience in the subject area indicated on**



transcripts. *Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.*

- California Community College Teaching Credential in a vocational /occupational subject area plus Associates degree,
- California Community College Teaching Credential in a vocational/occupational subject area:
  - plus 60 semester units (lower division, upper division, or both),
  - 8 semester units of which may be approved work experience in the subject area indicated on transcripts. *Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.*

- c. Class IV --~~Bachelor's Degree plus seventy (70) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area plus Bachelor's Degree, plus twenty-eight (28) Carnegie units of either upper division or graduate work; OR a professional license/credential in the subject area AND a Bachelor's Degree, plus twenty-eight (28) Carnegie units of either upper division or graduate work.~~

#### 1) Academic

- 70 semester units beyond a Bachelor's, including a Master's degree,  
*Examples*
  - *If a faculty member has a Master's comprised of 45 units, 25 additional units would be required for a faculty member to advance to Class IV*
  - *If a faculty member has a Master's comprised of 30 units, 40 additional units would be required for a faculty member to advance to Class IV*

#### 2) Vocational/Occupational

- A Professional license or certification in the subject area
  - plus a Bachelor's degree
  - plus 28 semester units of either upper division or graduate work
- California Community College Teaching Credential in a vocational/occupational subject matter
  - plus a Bachelor's degree
  - plus 28 semester units of either upper division or graduate work

- d. Class V --~~Bachelor's Degree plus eighty-four (84) Carnegie units and Master's OR Earned Doctorate; OR Community College Instructor's credential (fully satisfied), in a vocational/occupation subject area, AND a Bachelor's Degree plus fifty-six (56) Carnegie units including the Master's Degree AND four (4) years of verified work experience in subject area; OR a professional license/credential in the subject area AND a Bachelor's~~

Degree plus fifty-six (56) Carnegie units including the Master's Degree AND four (4) years of verified work experience in subject area.

**1) Academic**

- **Doctorate,**
- **84 semester units beyond a Bachelor's, including a Master's degree,**
  - **Examples**
    - **If a faculty member has a Master's comprised of 45 units, 39 additional units would be required for a faculty member to advance to Class V**
    - **If a faculty member has a Master's comprised of 30 units, 54 additional units would be required for a faculty member to advance to Class V**

**2) Vocational/Occupational**

- **A Professional license or certification in the subject area**
  - **plus a Bachelor's Degree**
  - **plus 56 semester units beyond a Bachelor's, including a Master's degree**
  - **plus 4 years work experience in the subject area.**
- **California Community College Teaching Credential in a vocational/occupational subject matter**
  - **plus a Bachelor's degree**
  - **plus 56 semester units beyond a Bachelor's, including a Master's degree**
  - **plus four years of work experience in the subject area.**

**Section 10. Advancement on the Salary Schedule**

C. **Salary Schedule** Class Advancement for **Contract Employees Fulltime Faculty**

**See definitions contained in Section 9, D.1.**

**Advancement into the following classes on the salary schedule class advancement for fulltime faculty** shall be based upon the criteria:

1. **Class II - Bachelor's Degree plus forty-two (42) Carnegie units; OR Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area OR a professional license/credential in the subject area plus 2 years work experience in the subject area.**

**a. Academic**

- **Master's degree, or**
- **Bachelor's plus 42 semester units, or**

- o California Community College Teaching Credential
- b. Vocational/Occupational
  - o A professional license or certification in the subject area and two years or more of work experience in the subject area.
  - o Equivalency in a vocational/occupational subject area granted by the Academic Senate

2. Class III –Bachelor's Degree plus fifty-six (56) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area, plus sixty (60) Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area plus Associate Degree; OR a professional license/credential plus sixty (60) Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR a professional license/credential in the subject area plus Associate Degree.

a. Academic

- o 56 semester units beyond a Bachelor's, including a master's degree,  
*Examples:*
  - If a faculty member has a Master's comprised of 45 units, 11 additional units would be required for a faculty member to advance to Class III
  - If a faculty member has a Master's comprised of 30 units, 26 additional units would be required for a faculty member to advance to Class III

b. Vocational/Occupational

- o Professional license, or certification in the subject area plus Associates degree.
- o Professional license, or certification in the subject area
  - plus 60 semester units (lower division, upper division, or both),
  - 8 semester units of which may be approved work experience in the subject area indicated on transcripts. *Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.*
- o California Community College Teaching Credential in a vocational /occupational subject area plus Associates degree,
- o California Community College Teaching Credential in a vocational/occupational subject area:
  - plus 60 semester units (lower division, upper division, or both),

- **8 semester units of which may be approved work experience in the subject area indicated on transcripts. Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.**

3. **Class IV—Bachelor's Degree plus seventy (70) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied), OR professional license/credential in the subject area, OR equivalent in a vocational/occupational subject area plus Bachelor's Degree, plus twenty eight (28) Carnegie units of either upper division OR graduate work, twelve (12) Carnegie units of which may be approved work experience in the subject area after completion of the Bachelor's Degree and after employment in the District.**

**a. Academic**

- **70 semester units beyond a Bachelor's, including a Master's degree, Examples**

- i. If a faculty member has a Master's comprised of 45 units, 25 additional units would be required for a faculty member to advance to Class IV**
- ii. If a faculty member has a Master's comprised of 30 units, 40 additional units would be required for a faculty member to advance to Class IV**

**b. Vocational/Occupational**

- **A Professional license or certification in the subject area**
  - i. plus a Bachelor's degree**
  - ii. plus 28 semester units of either upper division or graduate work**
- **California Community College Teaching Credential in a vocational/occupational subject matter**
  - iii. plus a Bachelor's degree**
  - iv. plus 28 semester units of either upper division or graduate work**

4. **Class V -Bachelor's Degree plus eighty four (84) Carnegie units and Master's OR Earned Doctorate; OR Community College Instructor's credential (fully satisfied) OR professional license/credential in the subject area, OR equivalent in a vocational/occupation subject area, Bachelor's Degree plus fifty-six (56) Carnegie units including the Master's Degree and four (4) years of verified work experience in subject area, twelve (12) of the Carnegie units may be approved work experience after employment in the District, OR a Community College Instructor's Credential (fully satisfied), OR professional license/credential in the subject area, OR equivalent in a vocational/occupational subject area, AND Bachelor's Degree plus seventy (70) Carnegie units including the Master's Degree and two (2) to four (4) years of verified work experience in subject area.**

**a. Academic**

- **Doctorate,**
- **84 semester units beyond a Bachelor's, including a Master's degree**

**i. Examples**

- **If a faculty member has a Master's comprised of 45 units, 39 additional units would be required for a faculty member to advance to Class V**
- **If a faculty member has a Master's comprised of 30 units, 54 additional units would be required for a faculty member to advance to Class V**

**b. Vocational/Occupational**

**a. Professional license or certification in the subject area**

- **plus a Bachelor's Degree**
- **plus 56 semester units beyond a Bachelor's, including a Master's degree**
- **plus 4 years work experience in the subject area.**

**b. California Community College Teaching Credential in a vocational/occupational subject matter**

- **plus a Bachelor's degree**
- **plus 56 semester units beyond a Bachelor's, including a Master's degree**
- **plus four years of work experience in the subject area.**

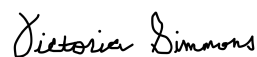
DATE: May 19, 2022



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Caroline DePiro, Chief Negotiator

Glendale College Guild



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Victoria Simmons, Chief Negotiator

Glendale Community College District

**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 Tentative Agreement:

**ARTICLE XV: Agreement, Duration, and Negotiations**

**Section 1 Agreement**

- A. The Articles and appendices contained herein constitute a bilateral and binding collective bargaining agreement (Agreement) by and between the Glendale Community College Guild, Local 2276 of the American Federation of Teachers (Guild) and the Glendale Community College District (District).
- B. This Agreement is entered into pursuant to Government Code Sections 3540-3549.3.

**Section 2 Duration**

- A. This Agreement shall become effective upon ratification by the Guild and adoption by the Glendale Community College District Board of Trustees.
- B. Subject to Section 3, Negotiations, the duration of this Agreement shall be for three years from July 1, 2021 through June 30, 2024.

**Section 3 Negotiations**

- A. Prior to commencing negotiations, and in accordance with Government Code Section 3547, initial proposals for matters within the scope of representation shall be made public at a Board of Trustees meeting. The sharing of initial proposals of both the Guild and District shall be referred to as 'sunshining' within this Agreement.
- B. By mutual agreement between the Guild and the District, provisions of this Agreement may be reopened at any time subject to sunshining requirements contained in Section A.
- C. Reopener negotiations
  - 1. Yearly mutual reopeners
    - a. Article VIII, Salaries, and related appendices and Appendix C, Work Year shall be reopened each year of this Agreement.
  - 2. The Guild and the District may each reopen up to four items each year of the Agreement.
  - 3. Reopeners shall be sunshined at the February Board of Trustees meeting and negotiations may commence after the March Board of Trustees meeting.
- D. Successor Negotiations

1. Successor negotiations shall be sunshined at the February Board of Trustees meeting and negotiations may commence after the March Board of Trustees meeting.
2. If the parties have not reached an agreement on or before the Agreement expiration date, all provisions of the Agreement shall remain in effect.

### **STATEMENT OF AGREEMENT**

~~THIS AGREEMENT is made and entered into this 19<sup>th</sup> day of January 2021, by and between the GLENDALE COMMUNITY COLLEGE DISTRICT, hereinafter referred to as the "District," Glendale College Guild—Local 2276 of the AMERICAN FEDERATION OF TEACHERS, hereinafter referred to as the "Guild," and constitutes the sole agreement between the parties. The term "District" as used throughout this Agreement is intended to include the governing board and the Superintendent/President and other management personnel, unless otherwise indicated by the context in which used.~~

### **ARTICLE XV DURATION, TERMINATION AND NEGOTIATIONS**

#### Section 1. Duration

~~This Agreement shall become effective on or after July 1, 2018 once it is ratified by the Glendale College Guild, and adopted by the Board of Trustees of the Glendale Community College District, and shall remain in full force and effect until June 30, 2021. On the day after the March 2021 board meeting, the negotiations for a successor Agreement may commence.~~

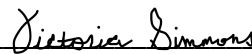
#### Section 2. Limited Reopeners

~~Negotiations of the agreement may be reopened at any time, by mutual agreement of the Guild and the District on the subject(s) to be negotiated. Negotiations shall be reopened on the day after the March, 2019 and March, 2020 board meeting. Salaries and stipends shall be considered a mutual opener in each of these years. In addition, both the Guild and the District may bring up to four (4) new items to the negotiations table of their own choosing on each of those dates. Reopeners shall not affect the validity or duration of this Agreement.~~

DATE: May 19, 2022



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Victoria Simmons, Chief Negotiator  
Glendale Community College District