

Side Letter 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 Side Letter Agreement:

ARTICLE VIII
SALARIES

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Section 9. Initial Placement on Salary Schedule

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E. Adjunct Salary Placement

1. 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 **the** purpose of all adjunct faculty salary step increases, adjunct faculty members may earn up to 3 semesters credits per-year on the salary schedule in Fall, Spring, Winter and Summer. Step 2 becomes effective **following completion of the fourth** ~~the fifth~~ semester of service at the College. Step 3 becomes effective **following completion of the eighth** ~~the ninth~~ semester at the College. Step 4 becomes effective **following completion of the twelfth** ~~the thirteenth~~ semester of service at the college. Step 6 (beginning 2005-2006) becomes effective **following completion of the twentieth** ~~the twenty-first~~ semester at the College. Such service need not be consecutive.

2. 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.

3. 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.

4. 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.

5. 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.

6. Advancement on this salary schedule shall be in accordance with Article VIII Salaries-Section 10 - Advancement on the Salary Schedule.

DATE: 1/13/2023



Caroline DePiro, Chief Negotiator
Glendale College Guild

Brittany Grice, Chief Negotiator
Glendale Community College District