

**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:

All bargaining unit employees on active payroll as of November 13, 2023 will receive a 3% general salary increase, which shall be applied to all salaries and stipends contained in the Collective Bargaining Agreement. This will be retroactive to July 1, 2023.

Members of the Guild bargaining unit will receive an equivalent increase in salary in the event that any other bargaining unit (CSEA or Management/Confidential) receives a general increase in excess of the above for fiscal year (FY) 2023-2024.

The District agrees to establish an adjunct parity account funded for FY 2023-2024 for \$100,000. In addition, the Guild and the District agree to establish a process to determine mechanisms for additional funding in subsequent years.

The Parties agree that \$900,000 represents a close approximation of the actual FY 23-24 cost to the District of a one percent salary raise for all employee groups (represented and unrepresented). The District and Guild agree that in the event that the District's ending fiscal year operating balance of its unrestricted general fund (fund 01) exceeds its current projected ending balance of \$8,811,641.00, then:

1. The District shall first establish a deferred savings account of any funds exceeding that projected ending balance, up to and including \$900,000. These funds shall be reserved for the District's negotiations with its respective employee groups and may have a retroactive application. The final total placed in this fund shall be allocated such that each employee group will retain exclusive control to negotiate its proportional share based on that group's representative cost of a 1% raise. The manner in which allocated funds may be utilized is subject to negotiations between the Parties; and
2. If the \$900,000 referenced above is established in the deferred savings account as outlined in Item 1 due to the District exceeding its current projected ending general fund (fund 01) balance of \$8,811,641.00, then any additional funds in the final ending

operational balance of that fund over and above the \$900,000 excess shall be evenly distributed between Item 1's deferred savings account and the District's final ending balance.

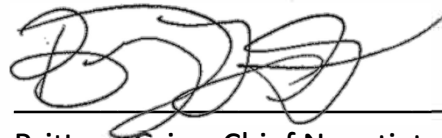
In reaching this agreement, the District further agrees and commits to effectively utilize the District's Budget Committee to review opportunities in the current year for additional fiscal efficiencies in its unrestricted operational budget. The governance committee, led by its co-chairs, shall continue to be responsible for establishing mechanisms that support best practices for financial stewardship at the District, including proactive tracking of spending.

Additionally, the District agrees to institute a budget planning process for FY 24-25 beginning in 2024 that will include a careful review of current year expenditures and explanations for the basis of future budget requests.

DATE: November 13, 2023



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Brittany Grice, Chief Negotiator  
Glendale Community College District