

**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 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