

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 VIII Salaries

[Note for the HR contract update: leave Sections 1-14 intact]

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Section 15. Division Chairpersons

- A. Through their leadership, faculty Division Chairs organize and provide oversight of academic and counseling division programs at the College, including regularly giving technical work direction to other faculty and assigned professional staff. The responsibilities of the Division Chair are broad, unique to their class within the bargaining unit, and accordingly, distinct from the duties of the Full-Time Instructor class of employees covered by the terms and conditions of this collective bargaining agreement (CBA). These duties include, but are not limited to:**
- Scheduling and resource management;
 - Hiring, evaluation and professional development of division employees;
 - Curriculum management;
 - Fiscal stewardship;
 - Conflict resolution and regulatory compliance; and
 - Program review and strategic planning.
- B. Under this agreement, the Parties recognize the Division Chairs to be a separate and distinct class of employees established pursuant to the California Code of Regulations, Title 5, section 27300. The salary schedule for this unique class of faculty bargaining unit members is reflected in the table below.**

GLENDALE COMMUNITY COLLEGE DIVISION CHAIR SALARY SCHEDULE Effective July 1, 2021

STEP	CLASS II	CLASS II	CLASS II	CLASS II	CLASS III	CLASS III	CLASS III	CLASS III	CLASS IV	CLASS IV	CLASS IV	CLASS IV	CLASS V	CLASS V	CLASS V	CLASS V	Counselor + Doc.
FTE	16-20	21-25	26-30	31-45	16-20	21-25	26-30	31-45	16-20	21-25	26-30	31-45	16-20	21-25	26-30	31-45	31-45
13	120,038	123,364	127,019	131,172	125,002	128,328	131,983	136,136	130,219	133,544	137,200	141,353	135,688	139,013	142,752	146,822	149,965
14	120,038	123,364	127,019	131,172	125,002	128,328	131,983	136,136	130,219	133,544	137,200	141,353	135,688	139,013	142,752	146,822	149,965
15	120,038	123,364	127,019	131,172	125,002	128,328	131,983	136,136	130,219	133,544	137,200	141,353	135,688	139,013	142,752	146,822	149,965
*16	123,118	126,443	130,099	134,252	128,233	131,559	135,214	139,367	133,605	136,930	140,586	144,739	139,238	142,563	146,302	150,371	153,400
*17	123,118	126,443	130,099	134,252	128,233	131,559	135,214	139,367	133,605	136,930	140,586	144,739	139,238	142,563	146,302	150,371	153,400
*18	123,118	126,443	130,099	134,252	128,233	131,559	135,214	139,367	133,605	136,930	140,586	144,739	139,238	142,563	146,302	150,371	153,400
*19	126,314	129,640	133,295	137,448	131,563	134,889	138,544	142,542	137,095	140,421	144,076	148,229	142,897	146,222	149,960	154,031	156,941
*20					131,563	134,889	138,544	142,542	137,095	140,421	144,076	148,229	142,897	146,222	149,960	154,031	156,941
*21					131,563	134,889	138,544	142,542	137,095	140,421	144,076	148,229	142,897	146,222	149,960	154,031	156,941
*22					135,003	138,329	141,984	146,137	140,690	144,016	147,671	151,602	146,664	149,990	153,728	157,798	160,587
*23									140,690	144,016	147,671	151,602	146,664	149,990	153,728	157,798	160,587
*24									140,690	144,016	147,671	151,602	146,664	149,990	153,728	157,798	160,587
*25									144,391		151,373	155,304	150,544	153,870	157,608	161,678	164,341
*26									147,717				150,544	153,870	157,608	161,678	164,341
*27													150,544	153,870	157,608	161,678	164,341
*28													154,541	157,866	161,605	165,675	168,209
*29													154,541	157,866	161,605	165,675	168,209
*30													154,541	157,866	161,605	165,675	168,209
*31													158,659	161,984	165,722	169,793	172,194
					DOCTORATE DIFFERENTIAL \$2,570												

***The doctorate differential for the Division Chairs is \$2,570 per year.**

~~A. Division Chairs shall be paid an amount in addition to their placement on the Instructor's Salary Schedule.~~

DIVISION CHAIR RATES				
EFFECTIVE JANUARY 1, 2023				
Number of FTE	Released	Annual	Max units/	Max units/
Faculty	Time Per	Stipend	yr. overload	yr. overload
in Division	Year		Pro rata	Hourly
1-15	80%	\$7,756	7	7
16-20	80%	\$10,295	6	6
21-25	80%	\$13,117	5	5
26-30	80%	\$16,219	4	4
31-35	80%	\$19,743	3	3
36-40	90%	0	0	0
41-45	100%	0	0	0

DOCTORATE STIPEND

\$245/month

Updated December 18, 2019

~~DOCTORATE STIPEND STUDENT SERVICES DIVISION CHAIR~~

~~\$245/month \$13,117~~

~~B. To compute division FTE, count the number of contract faculty (could be fractional) in that division. Add to the count, all units taught on overload and banking, and all units taught by adjunct employees, converted to FTE for that division. All units are as of the first day of classes of the Fall semester.~~

~~C. Instructional Division Chairs shall be assigned to a 199 day work year. To calculate the annual salary: take the Chair's placement salary on Appendix A (177 days), add the stipend above, multiply this sum by 1.1 to account for one more month (20 days). To this result, add four (4) more days at a per diem rate (based on the 197 days total).~~

The Student Services Division Chair shall be assigned 9 additional duty days. These additional duty days beyond 190 (for a total of 199 duty days) shall be mutually agreed upon between the Student Services Division Chair and the Vice President of Student Services. Compensation for service beyond the 190 days shall be at the same per diem rate of pay (including the Student Services

Division Chair stipend, the counselor ratio, and Doctoral stipend, as applicable.)

~~D. Released time for divisions with chairs over 80% RT shall be applied to an assistant chair (up to a maximum of 20%).~~ **Divisions with 36 FTE or more shall have an assistant chair with 20% Release Time.**

~~E. Instructional Division Chairs are limited to a maximum overload of 20% in any regular semester and one class per year in any intersession irrespective of load spreading unless advance written approval is obtained from the appropriate vice-president. At the same time, outgoing chairs are released from the above limits.~~ **Chairs shall be allowed to receive a teaching overload assignment of up to 0.2 FTE during fall and spring semesters, unless otherwise authorized to teach additional load by the District. Any authorization for additional teaching load shall be communicated in writing by the appropriate Vice President. Chairs shall be allowed to receive a teaching overload assignment of up to 3 instructional hours during an intersession.**

~~Student Services Chairs are limited to a maximum overload of 20% in any regular semester or the summer intersession.~~

~~F. All other College income will reduce the above overload amounts on a dollar per dollar basis.~~

~~G. The Division Chair may elect to bank up to 20% during each of the fall and spring semesters, with the additional 3 units/equivalent hours banked during the short sessions, up to a maximum of 9 units/equivalent hours per year. If a Division Chair elects to use their banked hours, those hours are subject to the limitations defined in Article VI, Section 10-13.~~

~~FH. Division Chairs may not opt for a four-day work week.~~

~~GI. Instructional Division chairs shall take off four (4) work weeks during the summer as vacation. The District shall provide a stipend equivalent to 20% of load for four weeks for an assistant chair to cover the period the Division Chair is on vacation. The Office of the Vice-President of Instructional Services shall coordinate with each Instructional Division Chair for coverage while the Chair is on vacation.~~

Student Services Division chairs shall take off four (4) work weeks during the summer as vacation. The Office of the Vice-President of Student Services shall coordinate with the Student Services Division Chair for coverage.

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[Note for the HR contract update: jump to the Appendix and leave Appendix A intact]

APPENDIX A
 GLENDALE COMMUNITY COLLEGE
 ANNUAL 10-MONTH SALARY SCHEDULE

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[Note for the HR contract update: add the new Appendix A-1 below Appendix A]

APPENDIX A-1
GLENDALE COMMUNITY COLLEGE
ANNUAL 11-MONTH SALARY SCHEDULE


GLENDALE COMMUNITY COLLEGE DIVISION CHAIR SALARY SCHEDULE
Effective July 1, 2021

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*25									144,391		151,373	155,304	150,544	153,870	157,608	161,678	164,341
*26										147,717			150,544	153,870	157,608	161,678	164,341


*27																	150,544	153,870	157,608	161,678	164,341
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*31																	158,659	161,984	165,722	169,793	172,194
					DOCTORATE DIFFERENTIAL \$2,570																

[Note for the HR contract update: leave all sections beyond this point intact]

DATE: November 21, 2023



 Caroline DePiro, Chief Negotiator
 Glendale College Guild



 Brittany Grice, Chief Negotiator
 Glendale Community College District

