

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 VI
HOURS ...

Section 6. Released Time Assignments

With released time, a faculty member is released [from a portion](#) of their full time contractual obligation, which is expressed as a percentage of either load or hours of weekly obligation. (see appendix J). An employee who has released time shall have office hours and other such obligations reduced proportionately (regarding reduced load for unbanking, see Article VI, Section 10, k.). [It should be noted that the District lacks the authority to determine if a release time assignment qualifies for service credit towards a faculty member's retirement.](#)

[When a faculty member is awarded a released time position by the District, the Parties agree that the faculty member will maintain at least an equivalent of 20% full time assignment in their primary faculty assignment. Exceptions to this policy must be agreed upon by the District and the Guild.](#)

[In the event there is a request by a faculty member to go on a partial leave and/or reduced load, both parties agree that such approved leave shall not result in a reduced workload that entails the faculty member having an assignment exclusive of their primary responsibilities, unless the District grants an exception.](#)

There are two forms of Released Time/Extra Pay (RT/EP) assignments allowed in the Contract. The first are RT/EP positions provided for in the Contract. The Second are RT/EP assignments that are assigned by the District to perform specific non-instructional duties, or special assignments RT/EP positions (see AR 7162).

For special assignment RT/EP positions, the District and Guild agree to formally recognize the Glendale College Release Time/Extra Pay (RT/EP) Committee. The RT/EP Committee has the responsibility to review assignments that include duties beyond those normally required under the contract, and to make recommendations to the Campus Executive Committee. An RT/EP position shall be voluntary and shall not interfere with the employee's non-released time contractual responsibilities. The evaluation of released time or extra pay duties is independent of the evaluations specified in the contract and relates only to the position specified.

For Contract specific RT/EP positions, changes in released time or extra pay assignments that are related to collective bargaining and covered in the contract are subject to negotiations and will not be addressed by the RT/EP Committee.

By the second week of each semester, the District will publish a complete list of current non-contractual assignments, including the position, individual occupying and supervisor of the position, term an amount of released time and or stipend. Also published will be a current list of position openings.

DATE: 5/28/2024



Caroline DePiro, Chief Negotiator
Glendale College Guild

Brittany Grice, Chief Negotiator
Glendale Community College District