


TENTATIVE AGREEMENT
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76
and the
GLENDALE COMMUNITY COLLEGE DISTRICT

The following Tentative Agreement reflects the agreement of the California School Employees Association and its Glendale Community College Chapter #76 (hereinafter "CSEA") and the Glendale Community College District (hereinafter "District") regarding the following:

1. **Classification and Compensation Studies:** CSEA and the District ("the Parties") shall implement all negotiated changes to bargaining unit classifications, their job families and associated salary adjustments as a result of the classification and compensation studies conducted by independent third-parties, as outlined in this Tentative Agreement.
2. **Job Titles and Descriptions:** All negotiated Job Titles and Descriptions from the Classification and Compensation Studies shall be adopted and used for future vacancies. Current employees shall use their new titles and descriptions.
3. **Salary Ranges:** A new Appendix C (attached), Classified Classifications and Salary Ranges, shall be in effect beginning January 1, 2025.
4. **Salary Schedule:** A new Appendix B1 (attached), Classified Employees Salary Schedule, shall be in effect January 1, 2025. The base salary range will remain Steps 1 to Step 6. The Salary Schedule has been adjusted so that the Ranges increase by 2.5% and Steps increase by 5% in a standardized fashion. Longevity Increases shall remain as described in Article VIII – Wages, Section 13 – Longevity Increases and are indicated in Appendix B1.
5. **Current Employees – Increase in Range:** To move current employees to their new salary ranges in Appendix C the following process shall be followed for current employees whose ranges are increasing:
 - a. Each employee's base pay on their current range (minus longevity), shall be compared to base pay on the new salary schedule at their new range.
 - b. Each employee shall be placed at the Step closest to their current base pay on their new Range without being less than their current pay.
 - c. Step progression, longevity, and future wage increases, if negotiated, shall remain in effect.
 - d. Employees will continue to earn Longevity Increments on the anniversary of their original hire dates as outlined in the contract Article VIII – Wages, Section 13 – Longevity Increments.

6. **Current Employees – No Increase in Range:** For current employees whose ranges are not increasing, only Job Titles and Descriptions apply. For Classification Ranges, the terms of the December 2021 MOU remain in effect:
- a. Bargaining unit employees in job classifications whose salary range has been determined to remain the same shall have no changes made to their salary range.
 - b. Bargaining unit employees in job classifications whose salary range has been determined to decrease shall remain at their current salary range.
 - c. Step progression, longevity, and future wage increases, if negotiated, shall remain in effect.
 - d. Employees will continue to earn Longevity Increments on the anniversary of their original hire dates as outlined in the contract Article VIII – Wages, Section 13 – Longevity Increments.
 - e. Bargaining unit employees shall not be Y-rated.
7. **Salary Placement:** Bargaining unit employees hired for a position after January 1, 2025, either new or current, will be placed directly onto the Salary Schedule Appendix B1 at the Classification Range reflected in Appendix C.
8. **No Impact to Future Salary Negotiations Between Parties:** The Parties recognize that in the event any other bargaining unit receives a general (on-schedule) salary increase or a one-time off-schedule stipend in future fiscal years, CSEA bargaining unit employees shall be entitled to receive an equivalent increase in salary, subject to negotiations.
9. **Use of Salary Reallocation Funds through Fiscal Year 2027-28:** The Parties agree that funds which would ordinarily accrue to a reserve account under Article 8, Section 4 for purposes of implementing negotiated salary adjustments based on classification reviews as outlined, shall automatically be allocated during fiscal years 2025-26, 2026-27 and 2027-28 to support implementation of the terms above.

Date of Agreement: 11/6/2024


Saodat Aziskhanova, Chief Negotiator
CSEA and its Chapter #76


Brittany Grice, Chief Negotiator
Glendale Community College


Matthew Korn
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