

## 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

#### Section 1. Regular Contract Employees

- A. Regular contract employees include instructors, counselors, division chairs, specialists, faculty coordinators, faculty facilitators, student personnel workers and librarians. They shall be paid according to the Instructors Annual 10-month Salary Schedule -- Appendix "A," attached hereto and made a part of this Agreement, for work done up to a 100% full-time load, regardless of the load at which they are contracted.
- B. After January 1, 2013, no faculty member shall be hired as a regular contract employee for less than 60% of a full-time load.
- C. All regular contract faculty shall have the same opportunity to work overload, regardless of whether their contracted load is 100% or less than 100%.
- D. Regular contract employees who teach an overload credit class that runs the length of the Fall or Spring semester shall be paid equal checks each semester with each check equal to:  
$$(\# \text{ teaching units}) \times 17.5 \times (\text{rate on B Schedule}) \text{ divided by } 5$$
- E. Regular contract employees who teach an overload non-credit class that runs the length of the Fall or Spring semester shall be paid five equal checks each semester with each check equal to:  
$$(\# \text{ non-credit hours per week}) \times 15.5 \times (\text{rate on B schedule}) \text{ divided by } 5$$
- F. Regular contract employees who teach either an overload credit or overload non-credit class that is less than a semester in length or a class that starts after the beginning of the semester, shall earn the same total amounts as in Section D or E above. The exact amount of each check shall depend on how the class meeting dates match up with the County Payroll

schedule. Instructors who teach back to back eight week classes shall be paid using Section D or E above.

Section 2. Adjunct Faculty

- A. Adjunct Faculty who teach a credit class that runs the length of the Fall or Spring semester shall be paid five equal checks each semester with each check equal to:  
 $(\# \text{ teaching units}) \times 17.5 \times (\text{rate on B1 Schedule}) \text{ divide by } 5$
- B. Adjunct faculty who teach a noncredit class that runs the length of the Fall or Spring semester shall be paid five equal checks each semester with each check equal to:  
 $(\# \text{ noncredit hours per week}) \times 15.5 \times (\text{rate on B1 Schedule}) \text{ divided by } 5$
- C. Adjunct faculty who teach either a credit or noncredit class that is less than a semester in length or a class that starts after the beginning of the semester, shall earn the same total amount as in Section B or C above. The exact amount of each check ~~is~~ shall depend on how the class meeting dates match up with the County Payroll schedule. Adjunct faculty who teach back-to-back eight week classes shall be paid using Sections B or C above. The exact amount of each check shall depend on how the class meeting dates match up with the County Payroll schedule. Adjunct faculty who teach back-to-back eight week classes shall be paid using Sections B or C above.
- D. Adjunct Faculty shall be paid for the first week of an assigned class, whenever that class is cancelled fewer than 2 weeks before the beginning of the term in which the class was to be offered.
- E. Non-instructional adjunct faculty are ineligible for holiday pay when the holiday falls on a normally scheduled workday. **Depending on operational needs and budget resources, the District will strive to offer additional hours to non-instructional adjunct faculty affected by variation in scheduled weekly hours due to a holiday.**

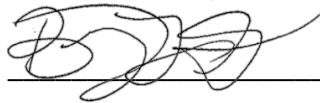
DATE: 4/7/2023



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Caroline DePiro, Chief Negotiator

Glendale College Guild



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Brittany Grice, Chief Negotiator

Glendale Community College District

