

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:

All bargaining unit employees on active payroll as of September 5, 2024 will receive a 1% ongoing general salary increase retroactive to the 2023-24 fiscal year, which shall be applied to all salaries and stipends contained in the Collective Bargaining Agreement. This will be retroactive to July 1, 2023.

All bargaining unit employees on active payroll as of September 5, 2024 will receive a 3% general salary increase for the 2024-25 fiscal year, which shall be applied to all salaries and stipends contained in the Collective Bargaining Agreement. This will be retroactive to July 1, 2024.

Utilizing the proportionate faculty share of the amount funded in the 2023-24 deferred savings account created as a one-time fund by operation of last year's salary agreement between the Parties which committed funds exceeding the District's original projected budgetary ending balance, the Parties agree to implement the terms and conditions outlined in Article XI, Section A "Part-time Faculty Health Insurance" In so doing, the Parties understand this shall provide for inaugural healthcare coverage for all qualifying part-time faculty equivalent to that offered to full-time faculty as outlined in the relevant part of the collective bargaining agreement.

Therefore, as a result of this agreement, effective January 1, 2025, qualifying part-time faculty at Glendale Community College shall be eligible to participate in the District's health insurance program at no cost. Accordingly, the District's activation of the program outlined in Article XI, Section 3 supersedes the present option outlined in Article XI, Section 2, for eligible part-time faculty to buy-in to the District's current insurance program for employees.

Coverage effective January 1, 2025 will be in place at least until December 31, 2025, with the Parties understanding that it is the District's intent to continue operation of the part-time faculty health insurance program outlined in Article XI, Section 3 contingent on the availability of earmarked state resources to adequately reimburse the District to support this important benefit.

Additional funding from the deferred savings will be used to cover the 1% indicated above for a period of three years. Together with the allocation to cover part-time faculty health insurance expenditures during calendar year 2025, these actions satisfy the District's commitments outlined in 2023-2024 salary agreement between the Parties.

DATE: 8/10/2024

Roger Bowerman, Chief Negotiator  
Glendale College Guild

Brittany Grice, Chief Negotiator  
Glendale Community College District