

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

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Section 9. Initial Placement on Salary Schedule

1. Step Placement

A. Accredited Carnegie Units and Degrees

All units and degrees for initial placement on the salary schedule must be from an institution of higher education accredited by an agency recognized by the Council on Postsecondary Education. Each faculty member, hired by the District, shall receive a form explaining their initial placement on the salary schedule at the time initial processing for employment.

B. Experience Credit

Employees entering the District shall be given full service credit not exceeding seven (7) years experience, **but employees who have served as adjunct faculty in the District shall not be given a lower step placement than they last had, even if that is higher than the step 8 limit for employees entering the District.** Seventy-five percent (75%) of all teaching days within each year must be taught before credit may be claimed.

a. Steps for Part-Time Teachers to Determine One Year of Experience:

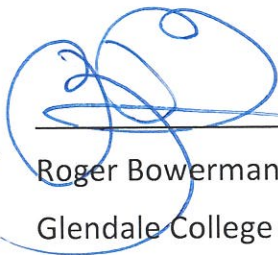
- i. Determine the total number of teaching days in an academic year for the District. For example, if there are 150 teaching days in the District's academic year, this will be the reference point.
- ii. Calculate 75% of the total teaching days. Continuing the example, 75% of 150 days is 112 days.
- iii. A part-time teacher needs to have taught at least 112 days in an academic year to qualify for one year of service credit.

iv. Example: 1. If a part-time teacher taught 128 days in a particular academic year (where the District's academic year consists of 150 days), they have met the 75% requirement. 2. Thus, they can claim one year of service credit for that academic year.

Part-time experience elsewhere shall be evaluated on the same basis as similar experience in the District. The maximum of seven (7) years experience **for employees entering the District** may be granted for any combination of the following:

1. Previous teaching experience in the District or any public or private schools or colleges of recognized standing.
2. A maximum of one (1) year of military service with an honorable discharge may be counted towards teaching experience in placement on the salary schedule. A minimum of nine (9) months military service shall be required for a year's credit. Recognized branches of the service are: Army, Navy, Air Force, Marine Corps, Coast Guard, or fulltime active duty in the National Guard.

DATE: 11/19/2024



Roger Bowerman, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District