

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, entitled the Adjunct Faculty Placement Initiative:

This tentative agreement seeks to implement the 2024/2025 Adjunct Faculty Parity Initiative, with the goal to have part-time faculty and full-time faculty adhere to the same rules for initial placement (“step and column”) on their respective pay schedules, effective for all faculty starting with the Fall, 2026 semester. Full-time faculty currently can be placed into 5 classes (“columns”), in accordance with their education levels, and on “steps” 4 - 8 in accordance with their work experience.

Like full-time faculty, part-time faculty will also no longer be limited to step placement on the basis of their work experience at GCC alone and are encouraged to submit evidence of other work experience to the Human Resources department in order to be moved to a higher step, or to class V.

Part-time faculty whose current step placements are 1, 2, 3, 4, and 6 shall be placed no lower than steps 4, 5, 6, 7, and 8 respectively on the new pay schedules. Those in class I, II, III, or IV shall be placed no lower than the same class on the new pay schedules, which shall use the class definitions from the full-time salary schedules. In addition, a class V pay rate shall be added to each step, which is 4.25% higher than the pay rate in class IV for that step. If a part-time faculty member does not qualify to place in a higher class, nor a higher relative step in this conversion process, then their pay rate will not change as a result of this implementation.

The parties agree that there shall be no retroactive pay available under this initiative, and that no faculty member shall have a lower pay rate after implementation than they had before implementation. The implementation of this Initiative shall consume the \$100,000 of seed money previously set aside for this purpose.

Implementation contract changes, effective for the Fall 2026 semester:

Article VIII Salaries

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Section 3. Intersession - Pay

A. Instructional Contract Employees In accordance with the approved calendar, the District may offer up to three intersessions ("short session"). Instructors who are paid under Appendix A during the regular academic year shall be paid by schedules B-14 through B-24 of this agreement. These schedules are based on the load of their discipline and shall be limited to a maximum of step 8. Schedule B-2012 which is fixed and not subject to future changes will be used in lieu of Schedule B-21 until the Class II, step 6 rate in the B-21 table exceeds the Class II, Step 6 rate in the Schedule B-2012. Schedule B-2012 will also be used in lieu of Schedule B-24 until the Class II, Step 6 rate in the B-24 table exceeds the Class II, Step 6 rate in Schedule B-2012. The number of hours that constitute a full-time teaching load during any week within an intersession shall be six (6) times the number of hours on the teaching load chart in Article VI, Section 4 divided by the number of weeks in the course. Any lecture or laboratory hours in excess of said load shall not exceed six (6) hours per week, except by special approval of the Vice President of Instructional Services.

~~For intersession instruction, adjunct instructors shall be placed on the appropriate salary table in Appendix B according to the following chart, based on the adjunct instructor's placement on table B1 in the previous primary semester:~~

Placement	Intersession Placement	Column	Step	Column	Step
Class I Step 1	Class II Step 4	85	Step 2	Step 5	Step 3
Class II Step 4	85	Step 2	Step 5	Step 3	Step 6
Class III Step 4	Step 2	Step 5	Step 3	Step 6	Step 4
Step 2	Step 5	Step 3	Step 6	Step 4	Step 7
Step 5	Step 3	Step 6	Step 4	Step 7	Step 6
Step 3	Step 6	Step 4	Step 7	Step 6	Step 8
Step 6	Step 4	Step 7	Step 6	Step 8	Class II Step 1
Step 8	Class III Step 1	Class IV Step 4	Step 2	Step 5	Step 3
*adjunct instructors are not eligible for the doctoral columns in the intersession salary tables of Appendix B.					

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Section 9. Initial Placement on Salary Schedule

1. Step Placement

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B. Experience Credit

Employees entering the District shall be given full service credit not exceeding seven (7) years experience, **however if an employee has served as faculty in the District previously and had a placement higher than step 8, this employee shall be given a step placement as**

close as possible to the highest step they have had in the District. Seventy-five percent (75%) of all teaching days within each year must be taught before credit may be claimed.

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 initially entering the District** may be granted for any combination of the following:

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2. Class Placement

Initial salary schedule class placement for ~~fulltime~~ faculty shall be based upon the criteria:

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E. Adjunct **Part-time Faculty** Salary Placement

1. On the effective date of the schedule, ~~all instructors shall be placed on the salary schedule according to their previous experience in the Glendale Community College District. Placement and s~~ **as with full-time faculty, part-time faculty shall be placed on the salary schedule according to the procedures in sub-sections 9-A, 9-B, and 9-C of this Article.** Step progression on this Salary Schedule shall be based exclusively on experience as an academic employee in the District. For **the** purpose of all adjunct **part-time** faculty salary step increases, adjunct **part-time** faculty members may earn up to **2** ~~3~~ semesters credit-per-year on the salary schedule in Fall, Spring, Winter and Summer. ~~Step 2 becomes effective the fifth semester of service at the College. Step 3 becomes effective the ninth semester at the College. Step 4 becomes effective the thirteenth semester of service at the college. Step 6 (beginning 2005-2006) becomes effective the twenty-first semester at the College. Such service need not be consecutive.~~

~~2. To qualify for Class II, the instructor must have earned a Bachelor's Degree OR have had at least six (6) years of verified occupational experience in the field in which he/she is instructing.~~

~~3. To qualify for Class III, the instructor must have earned a Master's Degree or an equivalent or higher degree, OR have earned a Bachelor's Degree and have had at least nine years of verified occupational experience in the field in which she/he is instructing.~~

~~4. To qualify for Class IV, the adjunct instructor must have earned a Master's Degree plus 14 additional Carnegie units OR have earned a Bachelor's Degree and have had at least twelve years of verified occupational experience in the field in which instruction is given.~~

2. 5. Sick leave for adjunct faculty who have exceeded their accumulated sick days shall be handled by a per diem (Daily Rate Calculation) in the same manner as currently used for full-time faculty.

3. ~~6.~~ Advancement on this salary schedule shall be in accordance with Article VIII Salaries-Section 10 - Advancement on the Salary Schedule.

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Section 10. Advancement on the Salary Schedule The class advancement options described in this section shall be available to all faculty

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D. Salary Schedule Class Advancement for ~~Fulltime~~ Faculty

See definitions contained in Section 9-D-1.

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Section 18

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B. Overload Pay for up to 6 hours of work per week over one semester. Step progression for non-instructional and overload assignments shall be based on the number of semesters worked. Full-time faculty may earn up to **2** ~~3~~ semesters credit- per-year on the salary schedule in Fall, Spring, Winter and Summer. Step 2 becomes effective following completion of the creditable fourth semester (beginning of the fifth semester) of service at the college. Step 3 becomes effective following completion of the creditable eighth semester (beginning of the ninth semester) of service-at the college. Step 4 becomes effective following the completion of the twelfth semester (beginning of the thirteenth semester) at the college. Step 6 (beginning 2005-2006) becomes effective following the completion of the twentieth semester of service (beginning of the twenty-first semester) at the college. Such service need not be consecutive. See Appendix B.

DATE: November 16, 2025

Roger Bowerman



Roger Bowerman, Chief Negotiator

Brittany Grice, Chief Negotiator

Glendale College Guild

Glendale Community College District

