

**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:

In Article VIII Section 11 the salary steps for contract faculty, after step 13 (“longevity steps”) shall each be 1% higher than their immediately-previous step, rather than the previous system of increments every third salary step after step 13.

All of the changes in the above paragraph shall be retroactive to July 1, 2025. Section 11 in Article VIII of the collective bargaining agreement between the Guild and District shall be modified as follows:

ARTICLE VIII SALARIES

...

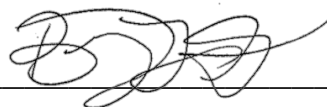
Section 11. Career Increments

Faculty will advance for career longevity increments after reaching the 13th step on the salary schedule after serving **one (1) year** ~~three (3) years~~ at each step up to the following terminal limits: Class II (Step 19), Class III (Step 22), Class IV (Step 25) and Class V (Step 31) as ~~indicated on Appendix “A”~~. Each additional longevity step in these columns will be an increase of **1% 2.88%**. Increase in pay begins in the first semester after completion of the prior ~~3-year~~ step. The class advancement options described in this section shall be available to all full-time faculty.

DATE: November 16, 2025

*Roger Bowerman*

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Roger Bowerman, Chief Negotiator  
Glendale College Guild



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Brittany Grice, Chief Negotiator  
Glendale Community College District