

Tentative Agreement

by and between the
Glendale College Guild, Local 2276
and the
Glendale Community College District

During Fall 2025, the parties addressed the mutual opener to strengthen and simplify the process for part-time faculty attaining, maintaining, and losing reemployment rights at Glendale Community College. The parties intend in future negotiations sessions to further address how seniority can affect scheduling of part-time faculty assignments.

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

ARTICLE VI HOURS

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Section 21. Notification of Assignment and Reemployment Rights for Adjunct Faculty

- A. **When the District determines that there is a need for additional services beyond that provided by full-time faculty, the District's intent is to employ qualified and competent part-time faculty in order to meet the instructional and educational support needs of students.**

In accordance with Education Code Section 87482.3, in all cases, part-time faculty assignments shall be temporary in nature, contingent on enrollment and funding, and subject to program changes. No part-time faculty member shall have reasonable assurance of continued employment at any point, irrespective of the status, length of service, or reemployment rights of that part-time, temporary faculty member.

Part-time faculty members who have reemployment rights will be offered assignments before those part-time faculty who do not hold preferred reemployment rights. Priority eligibility does not guarantee an assignment, the assignment of specific courses, or the addition of a section after the establishment of the schedule.

The "evaluation" completed for the purpose of reemployment rights is the evaluation cited in article IX of this agreement. ~~The phrase "immediate supervisor" in this section shall refer to the division chair for instructional faculty and/or appropriate administrator for~~

~~student services faculty.~~ **If a part-time faculty member receives an unsatisfactory evaluation, they may request to be reevaluated using the process outlined in Article IX Section 9.**

~~B. Beginning with the first regular semester after the approval of this agreement, Adjunct Faculty members, as defined and limited in the amount of their assignment by Education Code Section 87482.5, shall earn teaching/work points toward assignment preference for having completed a teaching/work assignment during a regular semester or short session. One teaching/work point shall be earned for one regular semester or short session. A maximum of two points may be earned in a given academic year. An adjunct faculty member may earn two points by teaching two regular sessions or one regular session and one short session.~~

A part-time faculty member gains reemployment rights upon completion of their sixth regular semester assignment and having received two “meets” and/or “exceeds” and no “unsatisfactory” evaluations during that time period. The faculty member must [can] complete the six regular semester assignments over the course of five (5) years. After five years, if the part-time faculty member has not satisfied the reemployment rights requirement, the process to attain those rights will start over. New part-time faculty will be evaluated in the first full regular semester of their employment, and then at minimum during the sixth regular semester in which they work. The District shall at all times retain the right to perform administrative evaluations on an as needed basis, and to terminate part-time faculty in accordance with Education Code Section 87665.

~~C. New faculty will be evaluated in the first full regular semester of their employment. An adjunct faculty member receiving less than “exceeds standards” shall, upon their written request, be granted one additional evaluation during the regular six semester cycle. However, a new faculty member receiving an “unsatisfactory” rating on their initial evaluation shall not necessarily be granted an additional evaluation. The additional evaluation shall not change the evaluation cycle itself, which begins with the first evaluation. Any rating of above or below “meets standards” may be reviewed by the appropriate vice president or designee. The decision of the vice president or designee is final. The District shall at all times retain the right to perform administrative evaluations on an as needed basis, and to terminate adjunct faculty in accordance with Education Code Section 87665.~~

The District may offer part-time faculty who hold preferred reemployment rights with up to the maximum load allowable by law or, when not feasible, the same or similar faculty load as in the previous semester, unless the faculty member requests a smaller workload when submitting their availability. If assignments become available, the District will make a reasonable effort to offer part-time faculty with reemployment rights additional assignments until the range of 60 to 67 percent of a full-time equivalent load is reached.

~~D. An adjunct faculty member, after receiving seven (7) teaching/work points in a discipline and after having received “exceeds standards” in each of the two evaluations required in Section C above, shall have reemployment rights over adjunct faculty without reemployment rights in the same discipline. After earning ten (10) teaching/working points an adjunct~~

faculty member who has received at least one “exceeds standards” evaluation and no lower than a “meets standards” on their other evaluation(s) shall be placed on the reemployment rights list. After earning twenty (20) teaching/working points an adjunct faculty member who has received no lower than a “meets standards” on their evaluation(s) shall be placed on the reemployment rights list. This does not preclude making performance improvement recommendations for those who receive a “meets standards” evaluation. An adjunct faculty member who, through no fault of their own, has not been evaluated in a timely manner for two cycles, shall be temporarily placed on the reemployment rights list, pending an evaluation for the following semester. The adjunct faculty member retains their place on the list with a “meets standards” evaluation. In the event the adjunct faculty member receives lower than a “meets standards” evaluation, they shall be removed from the list until such time as the adjunct faculty member receives a “meets standards” or “exceeds standards” evaluation. The District shall notify individual adjunct faculty members when they have obtained reemployment rights, regardless of the mechanism by which they obtained those rights.

E. An adjunct faculty member with reemployment rights in a discipline shall be offered no less than a previous assignment in that discipline for which they are qualified before any adjunct faculty member without reemployment rights. If an adjunct faculty is granted an assignment in excess of 67% for one or two semesters, the previous provision shall not apply. For the purposes of reemployment rights, a minimum assignment is a class, library workshop, or a semester-length non-instructional assignment of 3 hours per week. In addition, if assignments become available, the District will make a reasonable effort to offer adjunct faculty with reemployment rights additional assignments until the range of 60 to 67 percent of a full-time equivalent load is reached.

The District shall consider the adjunct faculty member’s past assignments when developing a schedule **including elements such as** . All reasonable effort will be made to accommodate adjunct faculty assignment requests regarding time(s), day(s), location(s), and modality(ies)

No adjunct faculty member shall have preference over a full-time faculty member for a course that fills the **contractual** load of the full-time faculty member. For purposes of this article only, “qualified” shall mean approved in all of the following ~~four~~ criteria:

1. Meeting the Glendale Community College minimum qualifications for a particular discipline.
2. Possessing the equivalency for minimum qualifications as defined by the Academic Senate.
3. Possessing currency in the discipline as defined by the Academic Senate.
4. Having adequate preparation for the specific course or assignment through appropriate education or experience.
5. Meeting the required DE certification requirements in the case of distance education courses.

This determination as to whether an individual is qualified under this section shall be made by the District, in coordination with its Division Chairs. Such determinations are final and cannot be appealed or grieved.

F. D. In the event that there are an insufficient number of assignments in a given session semester to provide all adjuncts **part-time faculty** on the reemployment rights list with employment, the immediate supervisor shall implement a fair method of rotation. **priority will be given to part-time faculty on the basis of how long they have had reemployment rights, starting with those who have had reemployment rights the longest.**

G. After 10 semesters of work for the District, an adjunct faculty member may opt not to work one semester without losing their reemployment rights, by giving notice to the District of their intention to exercise this option. During this semester, the adjunct faculty member shall continue to be eligible for the District's adjunct health insurance premium subsidy. This option may be exercised every 10 semesters.

H. E. Whether or not they have reemployment rights, an adjunct faculty member who meets the following criteria:

1. most recent evaluation is “meets or exceeds standards,”
2. has worked for the District for at least one semester after the “meets” or “exceeds” standards evaluation, for a total of two semesters, and
3. has taught for two of the last three semesters

shall be notified by the District whether or not they have **are offered an assignment** a class in the subsequent semester. **The District shall strive to** ensure this notification shall be **is** made no less than 12 weeks before the first day of the subsequent semester **before the first date the part-time faculty member shall be expected to render paid service in the assigned semester. However,** ~~T~~**his** notification is not designed to alter or change any elements of Article II – District Rights nor provide a guarantee for payment if **an assignment** course has to be cancelled due to low enrollment, **lack of work**, or lack of funding.

I. F. The division chair shall give notice to the employee in the case of loss of reemployment rights. Loss of reemployment rights shall not result from:

1. a course being cancelled due to low enrollment or lack of funding;
2. only accepting a portion of the assignment offered;
3. not being able to accept an assignment or fails to complete an assignment due to:
 - a. a verifiable illness affecting them or immediate family as defined in this contract;
 - b. services as a fire fighter or search and rescue team member during a disaster;
 - c. military duty;
 - d. the \$0 earnings limit for CalSTRS members during the first 180 days of retirement;
4. refusal to accept an assignment for reasons mutually agreed upon by the adjunct faculty member and their immediate supervisor;

J. G. An adjunct faculty member's reemployment preference status **may** shall cease if the member:

1. **fails to submit availability in writing to the District in the manner defined by the District;**

2. ~~1.~~ declines a course or assignment for which they have already agreed to teach/work or fails to complete a course **or assignment**, other than for reasons listed in subsection H above;
3. ~~2.~~ declines to accept a **proposed** assignment ~~from those available~~ for which they are qualified to teach or perform **and have submitted availability for**;
4. **fails to accept an offer of employment from Human Resources within 5 working days of that communication**;
5. **receives “needs to improve” on two successive evaluations**;
6. ~~3.~~ receives a “needs to improve” or **an** “unsatisfactory” on any evaluation. The adjunct may request an additional evaluation per Article IX, Section 10 of this agreement. Any subsequent “meets standard” evaluation shall place the adjunct faculty member on the reemployment rights list;
7. **fails to comply with professional responsibilities, including but not limited to State mandated training, or submitting grades and/or census rosters.**
4. is terminated by the District, pursuant to the provisions of the collective bargaining agreement.

The part-time faculty will be notified by the District in the event their reemployment rights are rescinded. In the event this occurs, the District shall provide the reason(s) for loss of reemployment rights. The District’s decision to remove a faculty member’s reemployment rights shall not be grievable. Similarly, the decision to terminate the employment of a part-time faculty member is not subject to judicial review except as to the time of termination, in accordance with Education Code Section 87665.

K. **H.** The District, working with division chairs, shall develop and/or update the Adjunct Reemployment Rights List for the current semester by the third week of the semester. The final reemployment rights list shall be provided to Division Chairs and the Guild President by the fifth week of the semester. An adjunct faculty member shall access their reemployment status through Oracle Self Service. Any discrepancies shall be submitted in writing to Human Resources within twenty (20) working days from the date the final list was disseminated. **The District will inform the part-time faculty member when they have attained reemployment rights.**

L. **I.** Nothing in this agreement should be construed as creating any form of seniority rights or expectation of preference for a **full-time** contract position.

M. The notification rights and reemployment rights established by this section shall not be construed as a reasonable assurance of reemployment until a signed contract for a future semester has been executed and, in case of instructional assignments, the census date which assures that both the District and adjunct faculty have the opportunity to fulfill any offer of employment made in a given term.

N. **J.** In accordance with state law, due to termination of an adjunct faculty's contract at an academic term's conclusion, adjunct faculty may be eligible to file for unemployment benefits. In addition, an adjunct faculty who receives a partial load assignment in a term may also be eligible for unemployment benefits depending on the assignment's impact on their total income per EDD regulations.

DATE: November 16, 2025

Roger Bowerman

Roger Bowerman, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District