

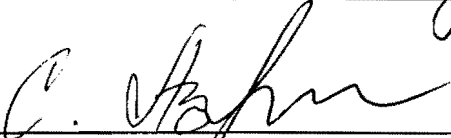
Side Letter Agreement
Between
California School Employees Association (CSEA)
And
Glendale Community College District

Blue Shield Rebate:

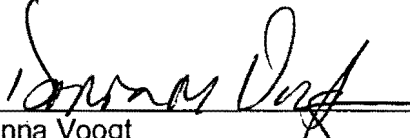
The California School Employees Association agrees to contribute its share of the \$352,775 2011 Blue Shield rebate to the District's 2012-13 budget deficit.

The agreement is only valid if the Guild and the Management/Confidential groups also contribute their share of the rebate to the 2012-13 budget deficit.

Date of Tentative Agreement June 6, 2012



Saodat Aziskhanova
Chief Negotiator, CSEA



Donna Voogt
Chief Negotiator, Glendale Community
College District

**Side Letter Agreement
Between
Glendale Community College District
and
California School Employees Association (CSEA)**

Cash-in-lieu of Medical Benefit

June 13, 2012

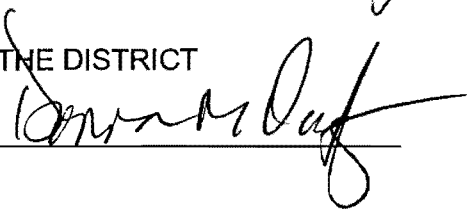
The Glendale Community College District and the California School Employees Association (CSEA) tentatively agree to the following: These provisions shall only be effective for the opt-out months of July, 2012 through June, 2013.

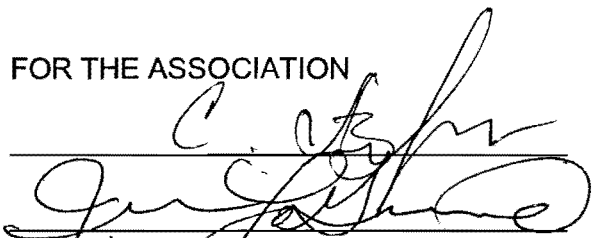
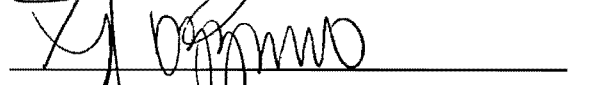
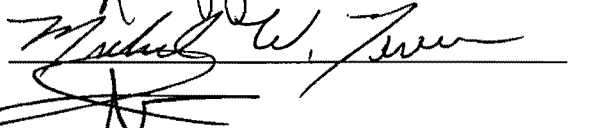
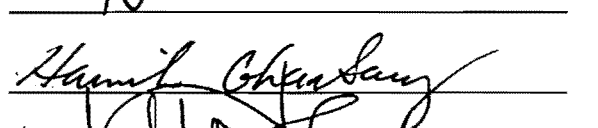
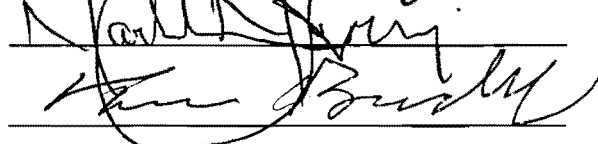
All eligible employees should have health coverage in either a District plan or a plan provided through a spouse or domestic partner who does not work for Glendale College. An employee that is eligible for a District-paid health plan and is covered by another health plan through a spouse or domestic partner may voluntarily opt out of the District plan. This employee will be paid \$250 for each month he/she is eligible for a District-paid health plan but is not covered.

To participate in this option, the employee must show proof of coverage from the other health plan and the stipend will be effective on the first working day of the subsequent month. If an employee is receiving this stipend and loses health coverage through his/her spouse or domestic partner, he/she will be required to be re-enrolled in one of the District's plans on the first working day of the subsequent month of the loss of coverage and the stipend will end in the month of the termination of the other plan. To be re-enrolled in a District plan, the employee must show proof of termination from the other health carrier within 30 days of termination.

The employee shall be paid a stipend check in January and July for the previous six months' accumulation.

Tentatively agreed to on June 13, 2012

FOR THE DISTRICT


FOR THE ASSOCIATION






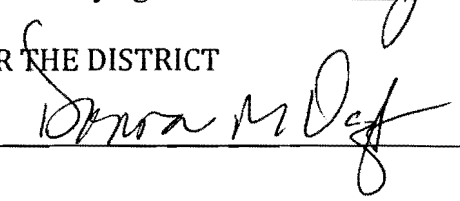
SIDE LETTER AGREEMENT
Between
CSEA Glendale College Chapter 76
and
Glendale Community College District

June 13, 2012

This Side Letter Agreement between the Glendale Community College District (hereafter "District") and the California School Employee Association Chapter 76 (hereafter "Association"), reflects the agreement on the following for fiscal year 2012-2013.

1. In order to address anticipated budget cuts, the Association agrees to the equivalent of an annualized salary reduction of 3.33% for bargaining unit members for fiscal year 2012-2013.
2. The existing salary schedule will remain the same and the salary reduction will be structured through the reporting of reduced time. The amount of reduced time will be prorated for bargaining unit members who work less than forty hours per week and/or less than twelve months per year.
3. In exchange for the salary reduction, bargaining unit members will receive 69 hours of banked vacation time. The banked vacation amount will be prorated for bargaining unit members who work less than forty hours per week and/or less than twelve months per year. This banked vacation time is fully vested and is not subject to the maximum allowable vacation earning in Article XII, Section 11 of the current collective bargaining agreement.
4. This is a preliminary salary agreement in anticipation of reduced funding from the state for 2012-2013. Salary negotiations are ongoing and may be reopened at any time.

Tentatively agreed to on June 13, 2012

FOR THE DISTRICT


FOR THE ASSOCIATION
