

The Glendale Community College District and the Glendale College Guild tentatively agree to add the following section to the end of Article XI, Section 1 of their collective bargaining agreement. These provisions shall only be effective for the opt-out months of January, 2014 through December 2014.

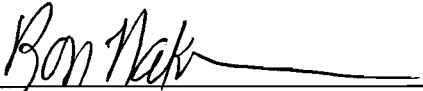
F. All eligible employees should have health coverage in either a District plan or a plan provided through a spouse or domestic partner who does not work for Glendale Community College District. An employee that is eligible for a District-paid health plan and is covered by another health plan through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

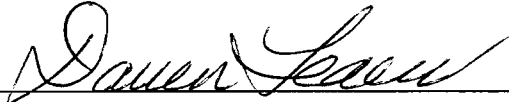
<u>Number of employees opting-out</u>	<u>Monthly incentive amount</u>
7 <del>8</del> or fewer	\$250
<del>8 or 9</del> <u>9 to 11</u>	\$400
<del>10</del> <u>12 to 14</u>	\$500
<u>15 or more</u>	<u>\$550</u>

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

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.

Date of Agreement 10/31/2013

  
\_\_\_\_\_  
Ron Nakasone, Chief Negotiator  
Glendale Community College District  
Guild

  
\_\_\_\_\_  
Darren Leaver, Chief Negotiator  
Chief Negotiator, Glendale College  
Guild

**ARTICLE III  
GUILD RIGHTS**

**Section 3. Responsibilities of Faculty Members**

A. The faculty member shall treat the students with respect.

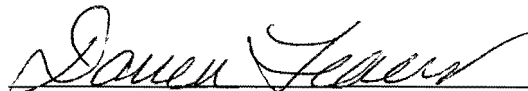
B. The faculty member shall fulfill his/her professional obligation and be able to defend the relevance of instructional activities as they relate to course materials, development of critical thinking, debate or research.

**C. Assessing student learning outcomes (SLO's) and reporting the results are part of the obligations of all instructors, including adjunct instructors. Adjunct faculty shall not be required to attend meetings to write, discuss, or edit SLO's.**

Date: 10/31/2013



Ron Nakasone, Chief Negotiator  
Glendale Community College District



Darren Leaver, Chief Negotiator  
Glendale College Guild

## Article VIII Salaries

### Section 3. Intersession – Pay

#### A. Instructional Contract Employee

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 ~~remain under Appendix 'A'~~ **be paid by schedules B-14 through B-24** of this agreement. **These schedules are based on the load of their discipline and** but shall be limited to a maximum of step 8 of the applicable class. **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 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.**

~~Intersession pay shall be calculated on the actual teaching hours in relation to a full time equivalent load calculated at 1.67 months. All intersession hours in excess of sixty percent (60%) of a full time load (as defined in Article VI, Section 4) shall be paid at the hourly rate. For purposes of this annual 60% load limitation, the year begins with the first summer session.~~

The number of hours that constitute a full-time teaching load during intersession shall be six (6) times the number of hours on the teaching load chart in Article VI, Section 4. 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.

#### B. Nursing Instructors Intersession Pay

1. Nursing instructors normally employed on a ten (10) school month basis may be employed on an "as needed" basis during the ~~non-contractual period~~ **intersessions**.

2. Nursing instructors employed on an "as needed" basis during the ~~noncontractual period~~ **intersessions** shall be paid at the **sixty five percent (65%) of their same** daily rate as they are paid during the regular contract year. They shall be paid the daily rate only for days worked, or for days when they are eligible for absence due to illness or personal necessity as provided in this Agreement.

#### C. Intersession Pay - Adjunct Instructors

Adjunct faculty teaching a credit class during intersession will be paid a total

amount equal to:

(# teaching units) X 18X (rate on B2 **B-14 thru B-24** Schedules\*). The amount of each check will depend on how the intersession dates match up with the County Payroll schedule.

Adjunct faculty teaching a non-credit class during intersession will be paid a total amount equal to:

(# teaching hours per week) X (#weeks) X (rate on B2 **B-14 thru B-24** Schedules\*). The amount of each check will depend on how the intersession dates match up with the County Payroll schedule.

**\* 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 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.**

#### D. Summer Pay - Contract Counselors

Contract counselors who work a one hundred ninety (190) day schedule shall be able to work additional summer hours, as necessary, as determined by the District, at their hourly overload rate of pay.

Contract counselors opting to work an additional summer block of twenty-one (21) days (or 147 hours), shall earn a per diem rate of pay calculated on the instructional faculty yearly base pay divided by one hundred seventy-seven (177) days and capped at **step 8**the currently negotiated step for intersession pay.

#### E. Summer **Intersession** Pay – Adjunct Counselors

Any adjunct counselor employed by the District for summer **intersession** hours shall be compensated at the regular hourly rate on the B2 schedule.

#### **F. Intersession Pay – Contract Librarians**

**Contract librarians shall be able to work during the intersessions, as determined by need and available resources, an additional 180 hours at 65% of their monthly pay rate from Schedule A capped at Step 8, times a factor of 1.67. Each librarian may work, upon mutual agreement with the District and depending on need and resources, an additional 144 hour block, at 65% of their monthly pay rate from Schedule A (capped at Step 8) times a factor of 1.33.**

#### **G. Intersession Pay – Adjunct Librarians**

Any adjunct librarian employed by the District for intersession work shall be compensated at the regular hourly rate on the B2 schedule.

H. Intersession Pay – Contract Non-Reading Specialist

Each contract non-reading specialist who is on duty for 35 hours per week during the primary semesters, fall and spring, which coincide with the instructional calendar shall be paid per hour at 65% of their annual pay rate from Schedule A (capped at step 8) divided by 1085 (the number of their on-duty hours during the instructional year).

Date of Agreement 10/10/13



Ron Nakasone,  
Chief Negotiator, Glendale College



Darren Leaver  
Chief Negotiator, Guild