## GLENDALE COMMUNITY COLLEGE DISTRICT

March 20, 2012

**INFORMATION REPORT NO. 2** 

TO: Board of Trustees

SUBMITTED BY: Isabelle Saber, Guild President

PREPARED BY: Mike Allen, Guild Chief Negotiator

SUBJECT: Guild openers for successor collective bargaining agreement

The Glendale College Guild, local 2276 of the American Federation of Teachers, hereby gives notice of its desire to negotiate a successor collective bargaining agreement with the Glendale Community College District covering the period from July 1, 2012 through June 30, 2015. In this process, the Guild reserves the right to negotiate:

- 1. Rules concerning unacceptable temperatures in work spaces;
- 2. Improved funding for and eligibility in the system of "ancillary" pay for adjunct faculty doing work beyond their assignment;
- 3. Clarified pay rules for faculty asked to observe/evaluate other faculty;
- 4. Load requirements for the new Kinesiology department;
- 5. A reduction in non-credit teaching loads;
- 6. A reduction in load for the Engineering discipline at 15 load hours, separating it from the Drafting/Engineering (also known as "Engineering Support") discipline, which is loaded at 21 currently;
- 7. Load requirements for the Industrial Technology discipline:
- 8. Improvement of faculty rights in the procedures for dealing with formal student complaints;
- 9. A process to track the history of changes to stipend amounts and salary schedules in the contract, to make sure they are current;
- 10. The placement of language on how to compute paycheck size next to salary schedules in the contract, and clarification as to which schedules apply to what work;
- 11. The equalization of pre-season coaching pay for all coaches who do such work;

- 12. The setting of a clearer deadline for alerting part-timers as to their assignment for the next semester;
- 13. A requirement that the day of the week on which one is assigned to give one's final exam must be one of the days of the week on which the class regularly meets;
- 14. The removal of obsolete language from the contract, such as the definition of "workload or assignment" in the glossary, parts of section 11 in Article III, parts of sections 14 and 15 in Article VI, etc.;
- 15. Rules for pay rates on faculty with partial load contracts who are working what is overload for them, but not more than a 100% load in their discipline;
- 16. Limitations on the ability of the District to hire new tenure-track faculty positions that are partial load contracts;
- 17. Clearer rules concerning "make-up" evaluations for faculty who are on leave when they normally would be evaluated;
- 18. The reform of Athletic Director compensation to allow for 1 Athletic Director and 2 assistant Athletic Directors, rather than the old system of 2 Athletic Directors and no assistants:
- 19. The clarification of the minimum number of "guaranteed assignment" hours for part-time Student Services faculty with rehire rights;
- 20. A requirement that the RT/EP committee must assess proposed compensation for a released time/extra pay position before it is taken to Budget committee for their approval;
- 21. Additional pay for adjunct faculty who hold a doctoral degree;
- 22. The addition of another longevity step to the salary schedules for adjunct faculty; improved office spaces for adjunct faculty (more of them, more partitions within spaces, less crowding within spaces, etc.);
- 23. An end to the system of having part of adjunct faculty pay determined by parity funding levels set in Sacramento each year;
- 24. Improvements in pay rates and stipends throughout the agreement;
- 25. A revision in the system of determining when Student Services faculty may perform their required hours off-campus;
- 26. A specification of the duration of contract (July 1, 2012 through June 30, 2015), and that 4 reopeners may be brought by each side in March, 2013 and 4 more from each side in March, 2014.