

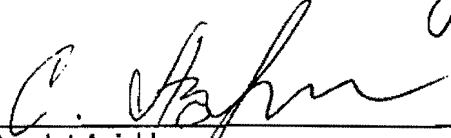
Side Letter Agreement  
Between  
California School Employees Association (CSEA)  
And  
Glendale Community College District

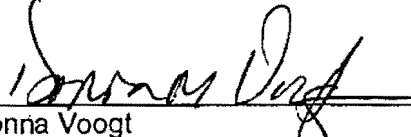
**Blue Shield Rebate:**

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  
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FOR THE ASSOCIATION  
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**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. + 21

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

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FOR THE ASSOCIATION

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MEMORANDUM OF UNDERSTANDING

Between

Glendale Community College

And

CSEA Glendale College Chapter 76

Summer 2012

May 9, 2012

This Memorandum of Understanding by and between the Glendale Community College District and CSEA Glendale College Chapter 76 acknowledges that the District is authorizing a four (4) day, forty (40) hour workweek for the Summer 2012 in accordance with Article VII, Hours of Employment, Section 3.

1. The four day workweek will run Monday through Thursday beginning on Monday, June 11, 2012 and ending on Friday, August 24, 2012. The college will be closed on Fridays during this time.
2. It is agreed that the workweek of July 2, 2012 through July 6, 2012 will be a three (3) day workweek (Monday, Tuesday, and Thursday) at ten (10) hours per day. Wednesday, July 4, 2012 will be a ten (10) hour paid holiday. The college will be closed on Friday, July 6, 2012.
3. If the District determines that, in order to maintain critical services, a department should be staffed on a Friday, an alternate 4/40 schedule shall be arranged with the mutual agreement of the employee and the supervisor.
4. The terms of this MOU shall not constitute a past practice or be deemed precedent setting and shall apply to Summer 2012 only.

This tentative agreement is subject to ratification/adoption by both parties.

Tentatively agreed to on May 9, 2012

FOR THE DISTRICT

[Signature]

FOR THE ASSOCIATION

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