

SIDE LETTER AGREEMENT BETWEEN
CALIFORNIA SCHOOLS EMPLOYEES ASSOCIATION #76
AND
GLENDALE COMMUNITY COLLEGE DISTRICT
December 2, 2015

CSEA and the District agree to the following:

- 1) Effective July 1, 2015, all salary schedules and stipends will increase **1.75%**.

- 2) Effective July 1, 2015 to June 30, 2016 an additional one-time increase to all schedules and stipends of **2.75%**. This 2.75% increase will become on-going on July 1, 2016 at a rate of 1% for each \$1 million of unrestricted, on-going revenue which may include but not limited to COLA, apportionment for general operations, and growth received by the District for the 2016-17 fiscal year. For example, if the District receives \$1.5 million of unrestricted, on-going revenue in 2016-17, 1.5% of the 2.75% will automatically become on-going on July 1, 2016. Whatever amount of the 2.75% increase (if any) that does not become on-going on July 1, 2016, will continue on a one-time basis through June 30, 2017.

The total increase for 2015-16 will be **4.5%**.

This agreement shall not preclude salary and health and welfare benefits negotiations for the 2016-2017 fiscal year.

CSEA will receive an equivalent increase in salary, in the event that any other bargaining unit (Guild or Management/Confidential) receives a percentage increase in excess of either #1 or #2 above.

Agreed on December 2, 2015

CSEA

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District

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Tron Burdick
Labor Relations Representative