

**TENTATIVE AGREEMENT**  
between the  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
**AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76**  
and the  
**GLENDALE COMMUNITY COLLEGE DISTRICT**

**Wednesday, April 22, 2020**

Glendale Community College (District) and the California School Employees Association and its Glendale Community College Chapter #76 (CSEA) conclude 2019-2020 reopening negotiations. All articles and provisions of the parties' agreements shall remain the same, except as modified in the attached articles: Article XI - Holidays, Article XV - Classification, Article XXIII - Safety, and Appendix DI - Classified Employees Work Calendar.

For CSEA:

Date: April 22, 2020



Saodat Aziskhanova, CSEA Chief Negotiator

For the District:

Date: April 22, 2020



Victoria Simmons, District Chief Negotiator



Ciera Chilton, Labor Relations Representative

**Counter Proposal**  
**From the**  
**Glendale Community College District**  
**To the**  
**California School Employees Association and its Chapter 76**  
**October 30, 2019**

**GROUND RULES FOR NEGOTIATIONS**

1. Pursuant to applicable state laws and regulations regarding collective bargaining, both negotiating teams shall have full authority to reach complete tentative agreement at the table subject to ratification/adoption by both parties. Consultations with other parties regarding negotiations and/or proposed settlements/agreements shall not hinder or delay the negotiations process.
2. The official Negotiations Teams at this time are:

Glendale Community College District:

Victoria Simmons, Chief Negotiator  
Valicia Dantzler  
Aarin Edwards  
Amir Nour  
Tzoler Oukayan  
Hoover Zariani

California School Employees Association, Chapter 76:

Saodat Aziskhanova, Chief Negotiator  
Terry Flexser  
Jessica LoGuercio  
Dana Nartea  
Melissa Malandrakis  
Irina Shumakova  
Jessica Gonzalez, CSEA Labor Relations Representative

Negotiation dates and times will be mutually agreed upon and scheduled prior to finishing each session. Dates will be scheduled in sufficient quantity and in order to conclude these negotiations in a timely manner. Negotiations will occur ~~on the first and fourth Wednesday of the month at 1pm, the second and third Wednesday at~~ on Wednesdays from 1:30pm to 4 pm unless otherwise mutually agreed upon.

3. District team requires chief negotiator plus three district team members for negotiations meetings to commence. Previously scheduled meeting dates shall not be cancelled without prior notice ~~consent~~ of both parties.

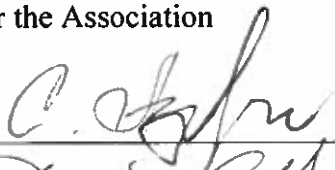

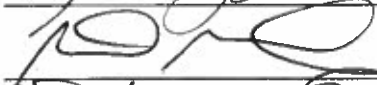
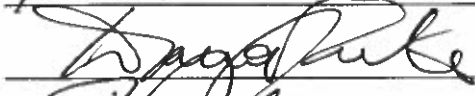


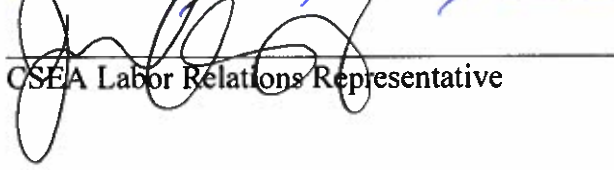
~~4.) Negotiating Team members are expected to be present for each scheduled meeting.~~

4. All proposals and counter-proposals will be submitted in written form which includes date of the proposal.
5. Multiple proposals may be negotiated at any given time.
6. Each party will provide an electronic version of the proposals.
7. Proposed changes/additions to language shall be recorded with strikeouts/underline. District revisions will be bolded and CSEA revisions will be shaded.
8. The agenda for the next session shall be agreed upon before the end of each meeting. Both teams shall stick to the agenda. Both parties shall have written proposals and counter-proposals ready to present at the beginning of each session based upon the agenda prepared at the prior session. If there are any changes to the agenda, they will be discussed prior to the next meeting.
9. Release notices for the CSEA team shall be issued to each employee and employee's supervisor by e-mail and hard copy with sufficient time to not cause disruption of the workplace. **The release time notice shall be provided by CSEA.**
10. Both teams will issue their own communications when necessary to their constituents.
11. Caucuses can be called at any time by either party. In the event the caucus will last more than 15 minutes, the other party shall be informed.
12. Both parties will make their own notes of the sessions. Any recordings (audio or visual) of negotiations will be available on a shared drive.
13. A private space shall be made available for each team to caucus and shall be located within a short distance from the negotiations room.
14. Any Tentative Agreement will be written and signed and dated by both party's representatives.
15. All requests for information to the other party will be requested by the Chief Negotiators.
16. Issues will be discussed in a professional and respectful manner with no personal attacks. All discussions and comments are to be kept confidential.
17. Members of CSEA's Negotiating Team who work a night shift and are in negotiations on the day preceding their work shift shall not be expected to negotiate and work for more than eight hours that work day (example: if the night shift employee negotiates for six hours, they will only report to their assignment for 2 hours). Negotiations shall be interpreted as the scheduled negotiations time plus time for the CSEA team meeting prior.
18. Speakers shall not be interrupted.
19. Cell phones need to be turned off or kept on vibrate mode.

20. These Ground Rules can be amended by mutual agreement of both parties.

These Ground Rules for Negotiations reflect the full and complete understanding of the District and CSEA and are agreed to as of this date: 10/30/19.

For the Association

  
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CSEA Labor Relations Representative

For the District

  
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**Counter Proposal  
from  
Glendale Community College District  
To  
CSEA and its Glendale College Chapter 76**

**January 29, 2020**

**ARTICLE XI – HOLIDAYS**

**SECTION 1. Official Holidays** - The following holidays ~~will~~ shall be observed and paid for at a ~~n-employee's~~ bargaining unit member's basic hourly rate of pay for hours the ~~employee~~ bargaining unit member would have normally been scheduled, except as provided for in this Article.

<del>New Year's Day (January 1st)</del>	<del>Admissions Day (September 9th)*</del>
<del>Martin Luther King Day</del>	<del>Veteran's Day</del>
<del>Lincoln Day</del>	<del>Thanksgiving Day</del>
<del>Washington Day</del>	<del>Day after Thanksgiving Day</del>
<del>Cesar Chavez Day (March 31)</del>	<del>Day before Christmas Day (December 24th)</del>
<del>Memorial Day</del>	<del>Christmas Day (December 25th)</del>
<del>Independence Day (July 4th)</del>	<del>Days between Christmas and New Year's Day (December 26-December 31)</del>
<del>Labor Day</del>	

New Year's Day (January 1)  
Martin Luther King Jr. Day  
Lincoln Day  
Washington Day  
Cesar Chavez Day (March 31)  
Armenian Genocide Remembrance Day (April 24)  
Memorial Day  
Independence Day (July 4)  
Labor Day  
Admissions Day (September 9)\*  
Veterans Day  
Thanksgiving Day  
Day after Thanksgiving Day  
Day before Christmas Day (December 24)  
Christmas Day (December 25)  
Days between Christmas and New Year's Day (December 26-December 31)

Holidays ~~shall~~ will be observed based on the academic calendar.

If December 24th falls on a Sunday, it ~~will~~ shall be observed on the Friday before.

If December 25<sup>th</sup> falls on a Saturday, it ~~will~~ shall be observed on the Thursday before.

If December 25<sup>th</sup> falls on a Sunday, it ~~will~~ shall be observed on the Thursday before.

If January 1<sup>st</sup> falls on a Saturday, it ~~will~~ shall be observed on the Monday after. If Armenian Genocide Remembrance Day falls on a Saturday or Sunday in any given year, the District shall only observe the holiday closure on April 24.

Other than specifically stated above, in cases where one of the recognized holidays falls on Sunday, the holiday ~~will~~ shall normally be observed on Monday, immediately following; likewise, should any of the regular holidays fall on Saturday, the holiday ~~will~~ shall normally be observed on the Friday immediately preceding.

\*The Admissions Day holiday ~~will~~ shall be observed during the days between Christmas and New Year's Day.

**SECTION 2. Eligibility for Holiday Pay** - To be eligible for holiday pay, an employee bargaining unit member must have been in a paid status during any portion of the day immediately preceding or succeeding the holiday. This provision applies to employees bargaining unit members whose work week would be affected by a "Flex Calendar."

Employees Bargaining unit members who are not normally assigned to duty during the school holidays of Christmas Day and New Year's Day shall be paid for those two (2) holidays provided they were in a paid status during any portion of the working day of their normal assignment immediately preceding or succeeding the holiday period.

**SECTION 3. Work Performed on a Holiday** - When an employee bargaining unit member is required to work on any holiday specified in this Article, ~~he/she they~~ shall be paid for the holiday at ~~his/her their~~ basic hourly rate of pay, plus one and one-half (1½) times ~~his/her their~~ basic hourly rate of pay, or be given compensatory time off at a rate equal to one and one-half (1½) times the actual hours worked on the holiday. The method of payment/compensation shall be determined by mutual agreement between the employee bargaining unit member and supervisor.

**SECTION 4. Holiday Falls on Non-Workday** - If a holiday falls on a non-work day and, as a consequence, a employee bargaining unit member loses a holiday to which ~~he/she they~~ would otherwise be entitled, ~~he/she they~~ shall be provided with a substitute holiday, based on the prorated FTE of the assignment, except Armenian Genocide Remembrance Day. The substitute holiday time off shall be by mutual agreement of the employee bargaining unit member and supervisor, ~~but and~~ shall be

taken within 10 working days of the holiday. If the requested time off exceeds the prorated FTE of assignment, the **employee bargaining unit member** shall make up the additional hours with vacation, **compensatory** time, or work within 10 days and with mutual agreement of the **employee bargaining unit member** and supervisor. In the event that the substitute holiday cannot be taken within 10 days of the holiday, the **employee bargaining unit member** shall be compensated for the lost holiday prorated based on the FTE of the assignment. If the **employee bargaining unit member** is participating in the non-traditional work week, their work schedule ~~will~~ **shall** convert to the standard forty (40) hour week on weeks which contain a "School Holiday".

If the prorated holiday hours exceed the number of hours the **employee bargaining unit member** is scheduled to work, the District is required to give the additional time off within 10 days of the holiday by mutual agreement of the **employees bargaining unit member** and the supervisor.

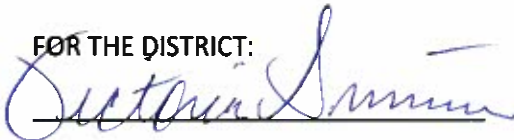
If the prorated holiday hours are less than the number of hours the **employee bargaining unit member** is scheduled to work, the employee is required to make up the additional hours within 10 days of the holiday by mutual agreement of the **employee bargaining unit** and the supervisor.

~~SECTION 5. Holidays at Child Development Center – Employees of the Child Development Center shall be assigned as 12-month employees. For any days worked during winter or spring break that qualifies as holidays under the contract, either floating holidays can be provided or the provisions of Section 4 of this Article may be utilized.~~

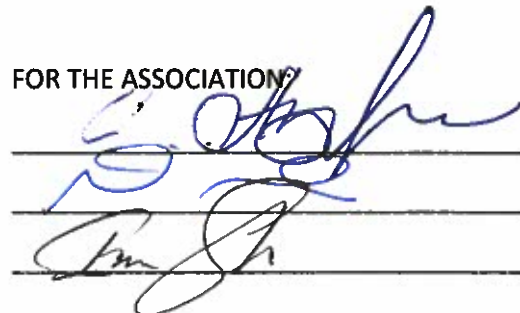
This Tentative Agreement is subject to ratification/adoption by both parties.

Tentatively agreed to on 4/29/2020

FOR THE DISTRICT:



FOR THE ASSOCIATION:



*CCA*

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Ciera Chilton  
CSEA Labor Relations Representative

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**Counter Proposal  
From  
CSEA and its Glendale College Chapter 76  
To  
Glendale Community College District**

**February 26, 2020**

**ARTICLE XV – CLASSIFICATION**

**SECTION 1. ~~Standards for the Classification of Positions~~ - The Office of Human Resources shall develop and maintain a class specification for each class in the classified service ~~of the District as necessary to meet the needs of the service for the allocation of new positions and the reallocation of existing positions.~~ The class specification shall be descriptive of essential general duties and responsibilities the classes and shall not be ~~considered as~~ a restriction on the assignment of duties not specifically listed. ~~New class specifications shall be submitted to the Board of Trustees and be subject to its approval.~~**

**SECTION 2. ~~Classification Studies~~ - Each position in the classified service shall be allocated to the appropriate class in conformance with specifications for that class.**

**~~A. New Classification Study~~**

**~~A. When a new position is created, A classification study shall be conducted whenever new positions are to be created. The District shall contact and CSEA to begin negotiations on the salary of the new position. shall meet and confer negotiate to establish a salary range. The salary rate shall be based on conducting a salary survey using the existing internal salary schedule and the list of mutually agreed upon community college districts (See Appendix G) with comparable positions. In the event there are less than three (3) comparable positions, the District may use class descriptions and salary schedules compiled from outside sources that are mutually agreed upon.~~**

**~~B. Position c~~Classification studies of individual positions or groups of positions shall be made whenever the assigned duties or responsibilities ~~of existing positions~~ have undergone significant changes (re ex: level of responsibility, problem solving, ~~authority for action, decision-making authority,~~ knowledge, ~~and~~ skills,**

~~abilities, working conditions, scope of impact) or when new positions are to be created, or if mutually agreed requested by upon by CSEA and/or the District.~~

- C. Upon mutual agreement between the District and CSEA, consultants may be used to complete the classification studies.

### SECTION 3.

#### ~~B.~~ Reclassification

A. The reclassification questionnaire will shall be posted, annually, on the ~~d~~District website by the first working day in January 4<sup>st</sup> of each year. ~~If An employee or group reclassification questionnaire must be completed and submitted to the Office Human Resources between the first working day in January 4 and June 30 of each year.~~

B. Once an individual or group reclassification request study has been completed, the employee or group who requested the reclassification ~~study must shall~~ wait three (3) years from the date the reclassification questionnaire was submitted to the Office of Human Resources to initiate a new reclassification request process.

C. The reclassification requests shall be completed in the date order ~~in which they are~~ received.

~~D. Consultants may be used to complete the individual classification studies when there is agreement between the District and the CSEA to use mutually agreed upon consultants. Upon mutual agreement between the District and CSEA, consultants may be used to complete a reclassification request. In general, reclassification requests shall be completed by the Office of Human Resources. The general direction of the request shall study will be to complete reclassification with existing staff.~~

E. The Office of Human Resources will shall complete the screening of review the applicant's reclassification questionnaire ~~survey response(s), complete a desk audit,~~ and gather other pertinent information needed to make a recommendation(s). ~~If a document is deemed not pertinent, Human Resources shall notify the employee in writing that the document will not be forwarded. The recommendation will be reviewed with the unit manager, applicant's supervisor, the~~

~~applicant, and at the request of the applicant, CSEA as an advisor to the applicant.~~

- F. ~~The~~ **Within fifteen (15) calendar days of June 30**, CSEA shall receive, ~~within fifteen (15) calendar days of June 30~~, a list of all the reclassification requests for the calendar year.
- G. The first fifteen (15) reclassification requests **shall will** be completed by the end of that calendar year. The remaining reclassification requests shall be completed within one (1) year of submission.
- H. If a reclassification **request** takes more than six (6) months to complete and results in the employee receiving a compensation increase, that increase shall be retroactive to the date the reclassification questionnaire was received in the Office of Human Resources. In the event that the employee is receiving out-of-classification compensation and/or a stipend for work outside of their classification, there shall be no retroactivity if the employee is receiving that compensation and/or stipend for the work being considered as part of the reclassification request study.

### **SECTION 3.**

- I. ~~Final Recommendation~~— When the Office of Human Resources **issues has a** final recommendation regarding the reclassification request, it shall provide a written response to the employee and the President of CSEA President.
1. If the Office of Human Resources District recommends a new classification, **CSEA and the District** ~~it shall meet and negotiate confer to establish a new salary range, begin negotiations with CSEA on the salary of the new classification.~~
  2. If the Office of Human Resources District denies the reclassification **request** or recommends a classification with which the employee does not agree, the Office of Human Resources District shall provide the reason(s) for **the its final recommendation decision**. ~~The An~~ employee or group may appeal **the Office of Human Resource's' final reclassification request recommendation to the** Joint Employee Management Committee (JEMC).

**SECTION 4.** ~~Joint Employee Management Committee (JEMC)~~— The JEMC shall be comprised of three (3) members and one (1) alternate selected by

~~Superintendent/President, three (3) members and one (1) alternate selected by CSEA; and one (1) mutually agreed upon confidential employee. If mutual agreement cannot be reached the confidential employee will be selected by lot. The Chair will be provided with a recorder for each meeting and return the recorder to the Office of Human Resources at the end of the last session for that day. Transcription of the JEMC meeting will be provided if there is an appeal to the Superintendent/President.~~

~~Chair to the JEMC shall be elected from among its members and shall alternate every calendar year between the CSEA and the District.~~

~~The JEMC may decide:~~

~~1. The reclassification is denied:~~

~~a. The duties being performed are within the existing classification.~~

~~2. The reclassification is approved:~~

~~a. The duties being performed are not within the existing classification, in which case the District and CSEA shall negotiate the appropriate classification.~~

~~b. The duties being performed are appropriate to within the recommended classification.~~

~~c. The duties being performed are not appropriate to the recommended classification, in which case the District and CSEA shall negotiate the appropriate classification.~~

**SECTION 45. Appeal Process** - An employee or group of employees have the right to be represented by CSEA during at all steps of the appeal process procedures. All pertinent documents **and information** and information regarding the reclassification shall be forwarded to the JEMC by the Office of Human Resources.

**A. Appeal to †The Joint Employee Management Committee (JEMC)**

The JEMC shall be comprised of three (3) members and one (1) alternate selected by Superintendent/President, **and** three (3) members and one (1) alternate selected by CSEA,; and one (1) mutually agreed upon confidential employee. If mutual agreement cannot be reached, the confidential employee will shall be selected by lot. The Chair will shall be provided with a recorder for each meeting and return the recorder to the Office

**of Human Resources at the end of last session for that day. Transcription of the JEMC meeting will shall be provided if there is an appeal to the Superintendent/President.**

**Chair to** The JEMC **Chair** shall be elected from among its members and shall alternate every calendar fiscal year between the CSEA and the District.

**No employee of the Office of Human Resources shall be a member of the JEMC.**

If a member of the JEMC works in the same department, is related to the employee, or has the same classification as the employee requesting the reclassification, that member **shall will** be replaced by an alternate for the duration of that appeal.

1. Within ten (10) working days after receiving the **Office of Human Resources' District's final** recommendation, an employee(s) may submit a **written request memo** to the Office of Human Resources requesting an appeal of the **District's final** recommendation. The Office of Human Resources **shall will** immediately notify the Chair of the JEMC.
2. Within ten (10) **working** days of receiving a request for appeal, the Chair of the JEMC shall set an appeal date.
  - a. The appeal date shall be scheduled in the order received and shall take place within ninety (90) calendar days.
  - b. The Chair of the JEMC shall **provide written notification of the appeal date to notify in writing** the employee, the **Office of Human Resources District**, the President of CSEA, and the members of the committee **of the appeal date**.
  - c. All parties may be present during the interviews with the JEMC.
3. ~~d.~~ The JEMC **will shall** render a decision within five (5) days of the **appeal meeting hearing**; and the ~~e~~Chair **shall will provide written notification of its decision to notify** the employee, ~~CSEA~~the President **of CSEA**, and the Office of Human Resources.

The JEMC may decide:

- a. The reclassification is denied:

- i. The duties being performed are within the existing classification.
- b. The reclassification is approved:
  - i. The duties being performed are not within the existing classification; ~~in which case the **T**hereafter~~, District and CSEA shall ~~negotiate meet and confer negotiate to determine the~~ appropriate classification.
  - ii. The duties being performed are appropriate to within the ~~recommended~~ classification recommended by the Office of Human Resources.
  - iii. The duties being performed are not within ~~appropriate to the recommended~~ classification recommended by the Office of Human Resources; ~~in which case the **T**hereafter~~, District and CSEA shall meet and confer negotiate to determine negotiate the appropriate classification.

~~c. If the JEMC cannot reach a majority decision regarding approval or denial of the reclassification request, CSEA and the District shall use a mutually agreeable external consult to review the reclassification request. The external consultant shall provide CSEA and the District with a decision within the parameters of Section 4, A., 3., b.~~

- 4. If the JEMC ~~or external consultant~~ rules renders a decision in favor of the employee and the District chooses not to appeal, the District and CSEA shall meet and confer negotiate will immediately begin negotiations to determine the proper classification.
- 5. If the JEMC ~~or external consultant~~ rules renders a decision in favor of the District and the employee chooses not to appeal, the reclassification request process shall conclude. ends here.

**B. Appeal to the Superintendent/President**

~~When the employee or the District disagree with the decision of the JEMC, either party may appeal the JEMC decision by submitting a written request for a hearing to the~~

~~Superintendent/President, and the President of CSEA within ten (10) working days of receiving the JEMC decision.~~

Within ten (10) working days of receiving the JEMC decision, the employee or the Office of Human Resources may appeal the JEMC decision by submitting a written request for an appeal meeting to the Superintendent/President and the President of CSEA.

The Superintendent/President ~~shall~~ **will** inform all parties of the appeal ~~meeting~~ **hearing** date and location.

The Superintendent/President ~~shall~~ **will** review pertinent information and written and taped testimony and supporting documentation and may pose questions of request testimony from both parties prior to rendering a decision. The Superintendent/President shall render a decision within thirty (30) calendar days from the date of the ~~receipt of the appeal meeting.~~ The decision of the Superintendent/President is final and not subject to the grievance process. The Superintendent/President shall communicate the decision, in writing, to both parties. The Superintendent/President shall provide a written decision regarding the appeal to both parties. The decision of the Superintendent/President shall be final and not subject to the grievance process.

#### C. Salary Compensation

When an appeal process results in ~~any~~ reclassification of a position with a corresponding salary increase, the employee ~~shall~~ **will** receive compensation retroactive to the date of the **Office of Human Resources'** ~~Districts~~ initial denial or final recommendation.

#### **SECTION 6.** ~~Conflict of Interest~~

- ~~A. No employee of the Office of Human Resources shall be a member of the JEMC.~~
- ~~B. If a member works in the same department, is related to the employee, or has the same classification as the employee requesting the reclassification, that member will be replaced by an alternate for the duration of that appeal.~~

**SECTION 57. Approved Reclassifications** – If an employee is reclassified to a classification on a higher salary range, the employee ~~shall~~ **may** be promoted ~~without further examination~~ to the higher ~~level~~

classification.

~~SECTION 68. Negotiation of Salary Rates for New Classifications — CSEA and Human Resources shall meet and negotiate the salary placement of a new classification. The salary rate shall be based on conducting a salary survey using the existing internal salary schedule and the list of mutually agreed upon community college districts (See Appendix G) with comparable positions. In the event there are less than three (3) comparable positions, the District may use class descriptions and salary schedules compiled from outside sources that are mutually agreed upon.~~

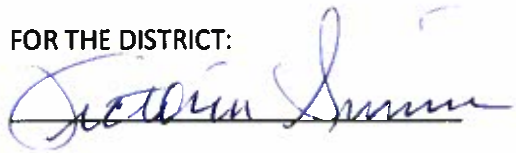
~~SECTION 9. Abolishing a Position or Class — If the District proposes to abolish a position or class of positions, it shall notify the Chapter President of CSEA of the proposed action before the decision is finalized.~~

~~SECTION 10. Reclassifying a Vacant Position — When a position becomes vacant, and it is determined by the District that it shall be reclassified, the District shall confer with the Chapter President of CSEA of such proposed action prior to the final determination.~~

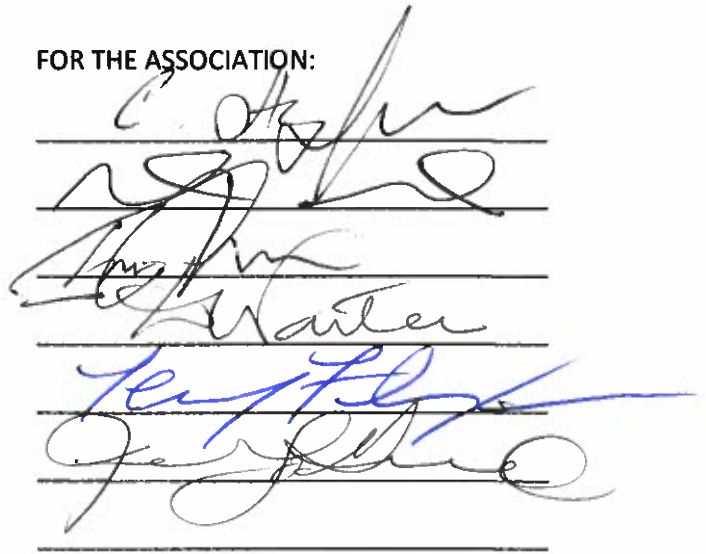
This Tentative Agreement is subject to ratification/adoption by both parties.

Tentatively agreed to on 02/26/2020.

FOR THE DISTRICT:



FOR THE ASSOCIATION:



Ciera Chilton  
CSEA Labor Relations Representative

Counter Proposal  
from  
CSEA and its Glendale College Chapter 76  
to  
Glendale Community College District

March 11, 2020

ARTICLE XXIII – SAFETY CONDITIONS

**SECTION 1.** Performing Work - Employees shall not be required to work under unsafe conditions or to perform tasks in facilities which endangers their health or that are unsafe. The District shall make every reasonable effort to provide employment and working conditions which are as safe and healthy as the nature of the employment and assigned duties reasonably permit. Bargaining unit members shall make every reasonable effort be expected to perform work safely in a safe manner.

**SECTION 2.** Discrimination for Reporting Unsafe Conditions - Should a unit member discover a condition that is unsafe and/or that may endanger their health or the health of others, the unit member shall report such unsafe condition or health concern to the immediate supervisor who will take such action necessary to correct and restore safe and/or healthful working conditions. Should the correction be beyond the authority or control of the immediate supervisor, a report shall be filed with the appropriate administrative authority by the supervisor in a timely manner.

No employee shall be in any way be discriminated against as a result of reporting any condition believed to be a violation of Section 1 of this Article.

Any bargaining unit member who observes an unsafe a working condition that is unsafe and/or that may endanger their health or the health of others shall report the unsafe condition, to their immediate supervisor, orally or in writing, including the grounds for believing the condition is unsafe to their immediate supervisor. A bargaining unit member shall not be discriminated against for reporting an unsafe condition in accordance with Section 12.

**SECTION 3.** Policies and Regulations - The District shall have maintains Board Policies and Administrative Regulations that define and guarantee

disasters, etc. to ensure that all **bargaining** unit members are fully informed and have the expectation for a safe working environment.

**SECTION 76.** ~~(MOVE TO ARTICLE IV – ORGANIZATIONAL RIGHTS) Both the District and Association affirm that the highest possible standards in human relations and respect between employees are essential to achieve good morale, dignity and productive and professional working relationships between all employees of the District.~~

~~The District and Association affirm that bargaining unit members shall be treated in a fair and consistent manner in all affairs in the employment relationship and the administration of any Agreements between both parties~~

**Campus Evacuation** - If an evacuation of District property is ordered, unit members shall not suffer a loss of pay during the period of such evacuation.

**SECTION 7.** ~~**Unsafe Conditions** – Should a unit member discover a condition that is unsafe and/or that may endanger their health or the health of others, the unit member shall report such unsafe condition or health concern to his/her immediate supervisor who will take such action necessary to correct and restore safe and/or healthful working conditions. Should the correction be beyond the authority or control of the immediate supervisor, a report shall be filed with the appropriate administrative authority by the supervisor in a timely manner.~~

**SECTION 8.** **Safety and Supervision** –The District shall **strive to** provide proper on-campus supervision and campus police protection when **bargaining** unit members are on duty.

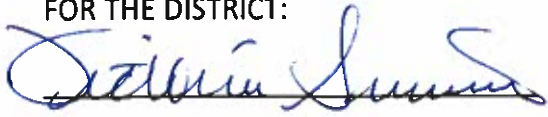
**A. Cameras on Campus**

~~By September 1<sup>st</sup> of each year, the District will shall provide CSEA with a list of all cameras and their locations on District properties. to CSEA by September 1<sup>st</sup> of each year for review.~~

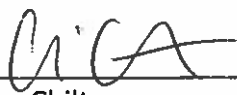
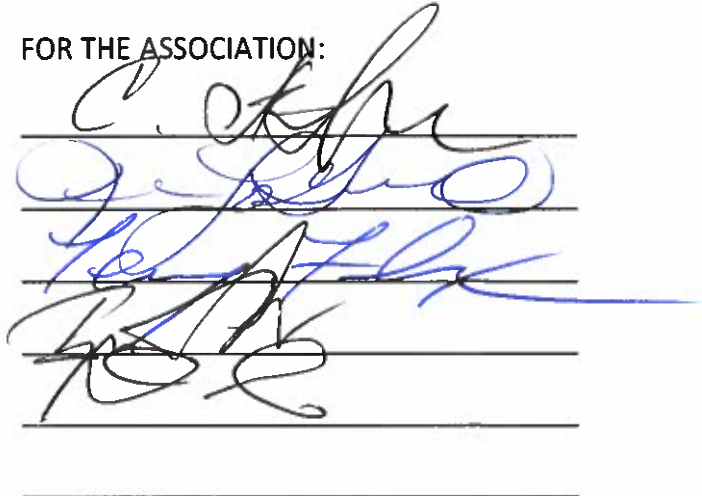
- ~~1. The Glendale Community College District's Police Department will be in charge of the infrastructure and data of the video recording system within the Glendale Community College District.~~
- ~~2. 1. The Camera recordings (digital and printed) made by and stored on the system may only be accessed by the Glendale Community College District's Police Department, the Superintendent/President or designee, and/or the Districts' legal~~

Tentatively agreed to on 03/11/2020.

FOR THE DISTRICT:



FOR THE ASSOCIATION:



Ciera Chilton  
CSEA Labor Relations Representative

## Appendix "C"

### CLASSIFIED CLASSIFICATIONS AND SALARY RANGES

Classifications and Ranges – The Classified classifications (job titles) and salary ranges are listed below. The District shall have the right to create new positions as needed.

<b>ADMINISTRATIVE SERVICES FAMILY</b>																																																																																																					
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### INSTRUCTIONAL ASSISTANCE FAMILY

<u><b>Child Development Series</b></u>		Range	<u><b>Instructional Technology Support Series</b></u>		Range
Child Dev. Center Front Desk Assistant		12	Assistant Instructional Technology Support Specialist		23
Early Childhood Educator		17	Instructional Technology Support Specialist		38
Master Early Childhood Educator		26			
<u><b>Instructional Assistant Series</b></u>			<u><b>Library Series</b></u>		
Instructional Aid		12	Library and Learning Support Assistant		17
DSPS Student Assistant		17	Library Technician I		23
Assistant Instructional Lab Technician		23	Library Technician II		25
Assistant Science Lab Technician		23	Library Computer Systems Coordinator		40
Emergency Medical Lab Technician		25			
Ceramic/Art Lab Technician		28	<u><b>Performing Arts Series</b></u>		
Instructional Lab Technician		28	Performing Arts Assistant Technician		22
Nursing Resources Lab Assistant		28	Performing Arts Technician		30
Photography/Art Lab Technician		28			
Science Lab Tech		28			
Senior Instructional Lab Technician		33			
Computer Administrator Planetarium Tech Specialist		44			

### RESEARCH & PLANNING FAMILY

<u><b>Research Series</b></u>		
Planning and Research Analyst		38

### STUDENT SUPPORT FAMILY

<u><b>Admission &amp; Records Series</b></u>		Range	<u><b>Student Services Series</b></u>		Range
Enrollment Services Assistant		18	Student Services Assistant I		17
Enrollment Services Technician		23	Student Assessment Assistant		20
Enrollment Services Shift Lead		27	Student Services Assistant II		23
Enrollment Service Support Technician		31	Student Assessment Technician		26
Veterans Center Coordinator		31	Student Services Technician		31
Senior Enrollment Services Specialist		36	Senior Student Services Technician		35
Senior Enrollment Services Support Technician		36	Student Services Program Coordinator		36
<u><b>Financial Aid Series</b></u>			Senior Coordinator International Student Program		38
Financial Aid Data Assistant		21	Senior Coordinator Student Services Program		38
Financial Aid Assistant Technician		23			
Financial Aid Audit Technician		30	<u><b>Assistive Technology Support Services</b></u>		
Financial Aid Technician		31	Alternate Media Service Provider		38
Senior Financial Aid Technician		36			
<u><b>Operations Analyst Series</b></u>			<u><b>Student Support Clerk Series</b></u>		
Operations Analyst		40	Health Clerk		10
<u><b>Interpreter Series</b></u>			Health Clerk II		17
Lead Interpreter/Coordinator		36	Program Assistant		17
			Nursing Program Specialist		28
			Program Specialist		28
			<u><b>Nursing Series</b></u>		
			Nurse Associate		37

Initial Proposal  
From the  
California School Employees Association and its Chapter 76  
To the  
Glendale Community College District

January 29, 2020

**APPENDIX "D1"**  
**2020-2021 CLASSIFIED EMPLOYEES WORK CALENDAR**

MONTH	HOLIDAY	College Closed	DAYS IN PAID SERVICE
JULY	07/03/20		22
AUGUST			21
SEPTEMBER	09/07/20		21
OCTOBER			22
NOVEMBER	11/9/20 11/26/20 11/27/20	11/28/20*	18
DECEMBER	12/24/20 12/25/20 12/26/20 12/28/20 12/29/20 12/30/20 12/31/20	12/23/20	16
JANUARY	01/01/21 01/18/21		19
FEBRUARY	02/12/21 02/15/21		18
MARCH	03/31/21		22
APRIL	04/24/21		22
MAY	05/31/21		20
JUNE			22
<b>TOTAL DAYS IN PAID SERVICE =</b>			<b>243</b>

**9 MONTH EMPLOYEES work from 07/01/20 - 06/30/21**

- Vacation days shall be used for Spring break (4/19/21 – 4/24/21) and December non-work days.
- 9 month employees take the equivalent of three months (consecutive weeks) off between the months of June and August.

**10 MONTH EMPLOYEES work from 07/01/20 - 06/30/21**

- Vacation days shall be used for Spring break (4/19/21 – 4/24/21)

1/29/2020  
Victoria Lamm  
District  
WGA LRR  
1/29/2020  
Sadat P. Pharoony  
CSEA, Ch 76  
C. [Signature]

- 10 month employees take the equivalent of two months (consecutive weeks) off between the months of June and August.

**11 MO EMPLOYEES work from 07/01/20 - 06/30/21**

- 11 month employees take the equivalent of one month (consecutive weeks) off between the months of June and August.

**12 MO EMPLOYEES work from 07/01/20 - 06/30/21**

\*Employees scheduled to work on a Saturday, when the college is closed, shall revert to a Monday – Friday work schedule the week prior or after the college closure. The rescheduled work hours should be within 15 days with mutual agreement between the employee and supervisor.

Note: Employees and supervisors can use the flex language of Article VII, Section 3(B) to provide for using in-lieu days for employees not directly attached to the Academic Calendar requirements.