

Tentative Agreement
by and between the
Glendale College Guild, Local 2276
and the
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:


Section 23. Recovery of Money Overpaid to Faculty

In cases where a faculty member is incorrectly overpaid, the faculty member shall be notified by the District within **three years** ~~365 day~~ of the time when the overpayment occurred, and provided with a proposed repayment plan **except in the case of fraud. Proposed repayment plans may not exceed 10% of current monthly compensation, and the employee shall not be charged any interest during this repayment period. Note that, for tax purposes, it may be advisable for a faculty member to complete the repayment within the same calendar year.**

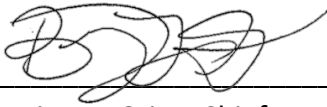
If the District does not notify the employee of an overpayment within a three year period, the District forfeits the right to collect the amount of overpayment. Such a forfeiture shall not apply in a case arising from fraud or other criminal conduct. If the faculty member is notified within this three year period, they shall have the opportunity to work out an alternative payment plan with the **District** Controller or his designee within 15 **working** days of the notification **by the District**, or within 15 **working** days of notification by the employee **notifying** the District. ~~The alternative payment plan must be reasonable. The repayment period for a full-time faculty member shall not be longer than the period in which the overpayment occurred, provided the amount of the monthly repayment does not exceed 10% of the full-time faculty member's monthly gross income. If the amount of repayment exceeds 10% of the full-time faculty member's gross monthly income, the Controller shall extend the repayment schedule by the time necessary to reduce the payment to the 10% threshold. A reasonable plan for an adjunct faculty member shall not be longer than three months for one semester of overpayment and six months for two semesters of overpayment.~~

The provisions of this section do not constitute forfeiture of legal rights by either the District, or the individual faculty member, for collection/payment related to an overpayment.

DATE: 5/28/2024



Caroline DePiro, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District