

**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:

**Article VIII, Salaries**

**Section 9, Initial Placement on Salary Schedule**

D. **Initial Salary Schedule Class** Placement ~~Schedule~~ for **Fulltime Contract** Faculty

1. **Definitions:**

- a. **Professional experience: must be directly related to the fulltime faculty member's teaching assignment.**
- b. **Semester units: semester units shall be used as the standard. One quarter unit is equal to two-thirds (2/3) of a semester unit for determining placement. All units and degrees for initial placement or advancement on the salary schedule must be from an accredited institution of higher education.**
- c. **Professional license: typically granted by a government agency, which allows an individual to perform certain government regulated tasks or occupations. A professional license may be obtained by meeting certain requirements, usually by completing a course of education and/or assessments. After obtaining a professional license, there may be ongoing requirements to maintain the currency of the professional license.**
- d. **Certifications: indicate mastery of or competency in specific knowledge, skills or processes that can be measured against a set of accepted standards. These are not certificates from an educational institution or completion of a series of courses, but are instead typically awarded through assessment and validation of skills in cooperation with a business, trade association, or other industry group. After attaining a certification, individuals often must meet ongoing requirements to maintain the currency of the certification.**

2. **Class Placement**

**Initial salary schedule class placement for fulltime faculty shall be based upon the criteria:**

~~1. Class I—Bachelor's Degree OR a Community College Instructor's credential (partial fulfillment) OR equivalent in a vocational/occupational subject area OR a professional license/credential in the subject area.~~

- a. ~~Class II—Bachelor's Degree plus forty two (42) Carnegie units; OR Master's; OR Community College Instructor's credential (fully satisfied) OR equivalent in a vocational/occupational subject area; OR a professional license/credential in the subject area and 2 years or more of work experience in the subject area.~~

**1) Academic**

- **Master's degree, or**
- **Bachelor's plus 42 semester units, or**
- **California Community College Teaching Credential**

**2) Vocational/Occupational**

- **A professional license or certification in the subject area and two years or more of work experience in the subject area.**
- **Equivalency in a vocational/occupational subject area granted by the Academic Senate**

- b. ~~Class III - Bachelor's Degree plus fifty six (56) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area, plus 60 Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area plus Associate Degree; OR a professional license/credential in the subject area plus 60 Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR a professional license/credential in the subject area plus Associate Degree.~~

**1) Academic**

- **56 semester units beyond a Bachelor's, including a master's degree,**  
**Examples:**
  - **If a faculty member has a Master's comprised of 45 units, 11 additional units would be required for a faculty member to advance to Class III**
  - **If a faculty member has a Master's comprised of 30 units, 26 additional units would be required for a faculty member to advance to Class III**

**2) Vocational/Occupational**

- **Professional license, or certification in the subject area plus Associates degree.**
- **Professional license, or certification in the subject area**
  - **plus 60 semester units (lower division, upper division, or both),**
  - **8 semester units of which may be approved work experience in the subject area indicated on**

transcripts. *Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.*

- California Community College Teaching Credential in a vocational /occupational subject area plus Associates degree,
- California Community College Teaching Credential in a vocational/occupational subject area:
  - plus 60 semester units (lower division, upper division, or both),
  - 8 semester units of which may be approved work experience in the subject area indicated on transcripts. *Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.*

- c. Class IV --~~Bachelor's Degree plus seventy (70) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area plus Bachelor's Degree, plus twenty-eight (28) Carnegie units of either upper division or graduate work; OR a professional license/credential in the subject area AND a Bachelor's Degree, plus twenty-eight (28) Carnegie units of either upper division or graduate work.~~

#### 1) Academic

- 70 semester units beyond a Bachelor's, including a Master's degree,  
*Examples*
  - *If a faculty member has a Master's comprised of 45 units, 25 additional units would be required for a faculty member to advance to Class IV*
  - *If a faculty member has a Master's comprised of 30 units, 40 additional units would be required for a faculty member to advance to Class IV*

#### 2) Vocational/Occupational

- A Professional license or certification in the subject area
  - plus a Bachelor's degree
  - plus 28 semester units of either upper division or graduate work
- California Community College Teaching Credential in a vocational/occupational subject matter
  - plus a Bachelor's degree
  - plus 28 semester units of either upper division or graduate work

- d. Class V --~~Bachelor's Degree plus eighty-four (84) Carnegie units and Master's OR Earned Doctorate; OR Community College Instructor's credential (fully satisfied), in a vocational/occupation subject area, AND a Bachelor's Degree plus fifty-six (56) Carnegie units including the Master's Degree AND four (4) years of verified work experience in subject area; OR a professional license/credential in the subject area AND a Bachelor's~~

Degree plus fifty-six (56) Carnegie units including the Master's Degree AND four (4) years of verified work experience in subject area.

**1) Academic**

- **Doctorate,**
- **84 semester units beyond a Bachelor's, including a Master's degree,**
  - **Examples**
    - **If a faculty member has a Master's comprised of 45 units, 39 additional units would be required for a faculty member to advance to Class V**
    - **If a faculty member has a Master's comprised of 30 units, 54 additional units would be required for a faculty member to advance to Class V**

**2) Vocational/Occupational**

- **A Professional license or certification in the subject area**
  - **plus a Bachelor's Degree**
  - **plus 56 semester units beyond a Bachelor's, including a Master's degree**
  - **plus 4 years work experience in the subject area.**
- **California Community College Teaching Credential in a vocational/occupational subject matter**
  - **plus a Bachelor's degree**
  - **plus 56 semester units beyond a Bachelor's, including a Master's degree**
  - **plus four years of work experience in the subject area.**

**Section 10. Advancement on the Salary Schedule**

**C. Salary Schedule** Class Advancement for **Contract Employees Fulltime Faculty**

**See definitions contained in Section 9, D.1.**

**Advancement into the following classes on the salary schedule class advancement for fulltime faculty** shall be based upon the criteria:

1. **Class II - Bachelor's Degree plus forty-two (42) Carnegie units; OR Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area OR a professional license/credential in the subject area plus 2 years work experience in the subject area.**

**a. Academic**

- **Master's degree, or**
- **Bachelor's plus 42 semester units, or**

- California Community College Teaching Credential
- b. Vocational/Occupational
  - A professional license or certification in the subject area and two years or more of work experience in the subject area.
  - Equivalency in a vocational/occupational subject area granted by the Academic Senate

2. Class III –Bachelor's Degree plus fifty-six (56) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area, plus sixty (60) Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR Community College Instructor's credential (fully satisfied) in a vocational/occupational subject area plus Associate Degree; OR a professional license/credential plus sixty (60) Carnegie units (lower division, upper division, or both), eight (8) Carnegie units of which may be approved work experience in the subject area; OR a professional license/credential in the subject area plus Associate Degree.

a. Academic

- 56 semester units beyond a Bachelor's, including a master's degree,  
*Examples:*
  - If a faculty member has a Master's comprised of 45 units, 11 additional units would be required for a faculty member to advance to Class III
  - If a faculty member has a Master's comprised of 30 units, 26 additional units would be required for a faculty member to advance to Class III

b. Vocational/Occupational

- Professional license, or certification in the subject area plus Associates degree.
- Professional license, or certification in the subject area
  - plus 60 semester units (lower division, upper division, or both),
  - 8 semester units of which may be approved work experience in the subject area indicated on transcripts. *Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.*
- California Community College Teaching Credential in a vocational /occupational subject area plus Associates degree,
- California Community College Teaching Credential in a vocational/occupational subject area:
  - plus 60 semester units (lower division, upper division, or both),

- **8 semester units of which may be approved work experience in the subject area indicated on transcripts. Examples: internships, clinicals, military training, apprenticeship programs, fieldwork, etc.**

3. **Class IV—Bachelor's Degree plus seventy (70) Carnegie units and Master's; OR Community College Instructor's credential (fully satisfied), OR professional license/credential in the subject area, OR equivalent in a vocational/occupational subject area plus Bachelor's Degree, plus twenty eight (28) Carnegie units of either upper division OR graduate work, twelve (12) Carnegie units of which may be approved work experience in the subject area after completion of the Bachelor's Degree and after employment in the District.**

**a. Academic**

- **70 semester units beyond a Bachelor's, including a Master's degree, Examples**

- i. **If a faculty member has a Master's comprised of 45 units, 25 additional units would be required for a faculty member to advance to Class IV**
- ii. **If a faculty member has a Master's comprised of 30 units, 40 additional units would be required for a faculty member to advance to Class IV**

**b. Vocational/Occupational**

- **A Professional license or certification in the subject area**
  - i. **plus a Bachelor's degree**
  - ii. **plus 28 semester units of either upper division or graduate work**
- **California Community College Teaching Credential in a vocational/occupational subject matter**
  - iii. **plus a Bachelor's degree**
  - iv. **plus 28 semester units of either upper division or graduate work**

4. **Class V -Bachelor's Degree plus eighty four (84) Carnegie units and Master's OR Earned Doctorate; OR Community College Instructor's credential (fully satisfied) OR professional license/credential in the subject area, OR equivalent in a vocational/occupation subject area, Bachelor's Degree plus fifty-six (56) Carnegie units including the Master's Degree and four (4) years of verified work experience in subject area, twelve (12) of the Carnegie units may be approved work experience after employment in the District, OR a Community College Instructor's Credential (fully satisfied), OR professional license/credential in the subject area, OR equivalent in a vocational/occupational subject area, AND Bachelor's Degree plus seventy (70) Carnegie units including the Master's Degree and two (2) to four (4) years of verified work experience in subject area.**

**a. Academic**

- **Doctorate,**
- **84 semester units beyond a Bachelor's, including a Master's degree**

**i. Examples**

- **If a faculty member has a Master's comprised of 45 units, 39 additional units would be required for a faculty member to advance to Class V**
- **If a faculty member has a Master's comprised of 30 units, 54 additional units would be required for a faculty member to advance to Class V**

**b. Vocational/Occupational**

**a. Professional license or certification in the subject area**

- **plus a Bachelor's Degree**
- **plus 56 semester units beyond a Bachelor's, including a Master's degree**
- **plus 4 years work experience in the subject area.**

**b. California Community College Teaching Credential in a vocational/occupational subject matter**

- **plus a Bachelor's degree**
- **plus 56 semester units beyond a Bachelor's, including a Master's degree**
- **plus four years of work experience in the subject area.**

DATE: May 19, 2022



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Caroline DePiro, Chief Negotiator

Glendale College Guild



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Victoria Simmons, Chief Negotiator

Glendale Community College District