

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

Article VI HOURS

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Section 6. Released Time Assignments

With released time, a faculty member is released from their full time contractual obligation, which is expressed as a percentage of either load or hours of weekly obligation. (see appendix J). An employee who has released time shall have office hours and other such obligations reduced proportionately (regarding reduced load for unbanking, see Article VI, Section 10, k.). There are two forms of Released Time/Extra Pay (RT/EP) assignments allowed in the Contract. The first are RT/EP positions provided for in the Contract. The Second are RT/EP assignments that are assigned by the District to perform specific non-instructional duties, or special assignments RT/EP positions (see AR 7162).

For special assignment RT/EP positions, ~~the District and Guild agree to formally recognize the Glendale College Release Time/Extra Pay (RT/EP) Committee. The RT/EP Committee has the responsibility to review assignments that include duties beyond those normally required under the contract, and to make recommendations to the Campus 32 Executive Committee. An RT/EP position shall be voluntary and shall not interfere with the employee's non-released time contractual responsibilities. The evaluation of released time or extra pay duties is independent of the evaluations specified in the contract and relates only to the position specified. Changes in released time or extra pay assignments that are related to collective bargaining and covered in the contract are subject to negotiations, and will not be addressed by the RT/EP Committee.~~

~~A released time position is that percentage of the employee's weekly assignment on campus.~~

For Contract specific RT/EP positions, changes in released time or extra pay assignments that are related to collective bargaining and covered in the contract are subject to negotiations and will not be addressed by the RT/EP Committee.

By the second week of each semester, **the District will publish** ~~The RT/EP Committee will publish on the campus web site by the second week of each semester~~ a complete list of current non-contractual assignments, including the position, individual occupying and supervisor of the position, term an amount of released time and or stipend. Also published will be a current list of position openings.

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APPENDIX J

With released time, a faculty member is released from their full time contractual obligation, which is expressed as a percentage of either load or hours of weekly obligation.

Adjunct extra pay work is exempt from and does not count towards calculating eligibility for full-time, contract, or regular status. (Education Code Section 87482.5) Extra pay shall not be awarded to individuals for work that is claimed for flex time.

Charts for release time for unit loads

Load 14 units

- **10% - 1.4 units/hours RT per semester**
- **20% - 2.8 units/hours RT per semester**
- **30% - 4.2 units/hours RT per semester**
- **40% - 5.6 units/hours RT per semester**
- **50% - 7 units/hours RT per semester**
- **60% - 8.4 units/hours RT per semester**
- **70% - 9.8 units/hours RT per semester**
- **80% - 11.2 units/hours RT per semester**

Load 15 units

- **10% -1.5 units/hours RT per semester**
- **20% - 3 units/hours RT per semester**

- 30% - 4.5 units/hours RT per semester
- 40% - 6 units/hours RT per semester
- 50% - 7.5 units/hours RT per semester
- 60% - 9 units/hours RT per semester
- 70% - 10.5 units/hours RT per semester
- 80% - 12 units/hours RT per semester

Load 16 units

- 10% - 1.6 units/hours RT per semester
- 20% - 3.2 units/hours RT per semester
- 30% - 4.8 units/hours RT per semester
- 40% - 6.4 units/hours RT per semester
- 50% - 8 units/hours RT per semester
- 60% - 9.6 units/hours RT per semester
- 70% - 11.2 units/hours RT per semester
- 80% - 12.8 units/hours RT per semester

Load 18 units

- 10% - 1.8 units/hours RT per semester
- 20% - 3.6 units/hours RT per semester
- 30% - 5.4 units/hours RT per semester
- 40% - 7.2 units/hours RT per semester
- 50% - 9 units/hours RT per semester
- 60% - 10.8 units/hours RT per semester
- 70% - 12.6 units/hours RT per semester
- 80% - 14.4 units/hours RT per semester

Load 19 units

- 10% - 1.9 units/hours RT per semester
- 20% - 3.8 units/hours RT per semester
- 30% - 5.7 units/hours RT per semester
- 40% - 7.6 units/hours RT per semester
- 50% - 9.5 units/hours RT per semester
- 60% - 11.4 units/hours RT per semester
- 70% - 13.3 units/hours RT per semester
- 80% - 15.2 units/hours RT per semester

Load 21 units/hours

- 10% - 2.1 units/hours RT per semester
- 20% - 4.2 units/hours RT per semester
- 30% - 6.3 units/hours RT per semester
- 40% - 8.4 units/hours RT per semester
- 50% - 10.5 units/hours RT per semester
- 60% - 12.6 units/hours RT per semester
- 70% - 14.7 units/hours RT per semester
- 80% - 16.8 units/hours RT per semester

Load 24 units/hours

- 10% - 2.4 units/hours RT per semester
- 20% - 4.8 units/hours RT per semester
- 30% - 7.2 units/hours RT per semester
- 40% - 9.6 units/hours RT per semester
- 50% - 12 units/hours RT per semester
- 60% - 14.4 units/hours RT per semester
- 70% - 16.8 units/hours RT per semester
- 80% - 19.2 units/hours RT per semester

Charts for release time based on weekly obligation hours

Release Time from the 30-hour weekly obligation

- 10% - 3 hours RT
- 20% - 6 hours RT
- 30% - 9 hours RT
- 40% - 12 hours RT
- 50% - 15 hours RT
- 60% - 18 hours RT
- 70% - 21 hours RT
- 80% - 24 hours RT

Non-instructional Counseling Faculty (25 student contact hours):

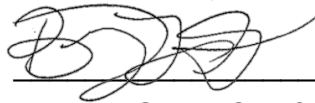
- 10% - 2.5 student contact hours subtracted
- 20% - 5 student contact hours subtracted
- 30% - 7.5 student contact hours subtracted
- 40% - 10 student contact hours subtracted

- 50% - 12.5 student contact hours subtracted
- 60% - 15 student contact hours subtracted
- 70% - 17.5 student contact hours subtracted
- 80% - 20 student contact hours subtracted

DATE: 5/11/2023



Caroline DePiro, Chief Negotiator
Glendale College Guild Glendale



Brittany Grice, Chief Negotiator
Community College District