

Memorandum of Understanding

by and between the

Glendale College Guild, Local 2276

and the

Glendale Community College District

The Glendale College Guild, AFT Local 2276 (Guild) and the Glendale Community College District (District), hereinafter collectively referred to as the Parties, on a non-precedent setting basis, hereby agree to the following:

In May 2024, the Parties reached agreement on a memorandum of understanding (MOU) outlining a number of changes pertinent to professional development and certification for distance education (DE) teaching, including the District's recertification program, commonly known as GADER. The scope of this agreement with respect to GADER was strictly limited to working conditions of frequency and duration of training requirements, with the Parties mutually understanding that content decisions and specific course offerings for faculty to earn recertification are beyond the scope of mandatory subjects to be bargained.

The agreements which resulted in modifications to the District's DE teaching certification requirements on frequency and duration were directly informed by recommendations from a joint taskforce comprised of Guild, Academic Senate and District representatives. In September 2024, the updated terms were announced via email to all faculty and reaffirmed in other channels. Relevant conditions to this MOU that were previously announced are the following:

- Effective Academic Year 2024-2025 annual requirements to maintain DE Certification at GCC for faculty are:
 - Full-time faculty: 3 hours/year of professional development focused on Distance Education pedagogy.
 - Part-time faculty: 2 hours/year of professional development focused on Distance Education pedagogy.
- The soft deadline for faculty to complete requirements for DE recertification is March 15, 2025.
- The hard deadline to complete GADER is June 30, 2025. If faculty need to delay completion until after March 15th for whatever reason, they are required to submit the Intent to Re-certify form

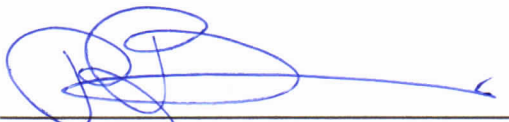
and their names will remain on the GCC DE Certified Faculty List so long as their recertification requirements are met by the hard June 30 deadline.

Based on the foregoing, the District confirms and agrees that all currently DE certified faculty with expiring certifications in academic year 2024-2025 who are properly registered on the intent to recertify list as of March 15, 2025 shall be regarded and considered for available teaching assignments as if they were fully DE recertified for future semesters during the District's scheduling of courses of instruction for future terms, including Summer 2025 and Fall 2025. The Parties recognize that this consideration shall not be construed to alter any other aspects of District requirements or conditions for academic scheduling and all controlling policies, procedures and provisions of the Parties' collective bargaining agreement remain fully in effect.

In the event faculty who are DE certified but whose certifications expire at the end 2024-2025 are assigned DE teaching assignments in future semesters beyond Spring 2025 do not satisfy DE recertification requirements by June 30, 2025, the District will cancel their assignment and remove them as instructor of record for the DE course(s) they were assigned. In this instance, the District shall have no obligation to assign the faculty new course(s) or other alternative work to replace the lost assignment. Any reductions in assigned teaching load in future semesters beyond Spring 2025 created by the failure of any faculty member currently DE certified to recertify by the end of the academic year shall create no obligation on the District to provide a "make-up" assignment for related compensation loss.

This MOU shall apply to faculty who are due to renew their DE teaching certification in the 2024-2025 academic year only, unless otherwise modified by mutual agreement of the Parties.

DATE: 3/6/2025



Roger Bowerman, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District