

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 IX EVALUATION PROCEDURES

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Section 7. Evaluation Calendar - Tenure Candidates

The first evaluation for the spring and fall hires shall be in the fall of their first year and the last evaluation for the tenure process shall be in the fall of their fourth year.

Tenure Candidate Evaluations

Faculty	Time Period
Tenure Candidates Instructional Faculty	Fall*
Tenure Candidates Student Services Faculty	Fall*

A. By the end of the second week of the Fall semester, all tenure candidates shall be notified of the names of their Tenure Review Committee members. Spring hires shall be assigned a mentor by the second week of their first semester.

B. The student evaluations for classroom duties or non-classroom duties for Student Services faculty shall be conducted after census and not later than ~~15 working days before the end of~~ **the midpoint of each course taught** in the fall semester.

C. The Tenure Review Committee shall conduct classroom or non-classroom observations after census and ~~before final exams begin~~ **by the end of October.**

D. A final evaluation conference shall have been conducted, a composite evaluation summary prepared and reported to the evaluatee **before the Thanksgiving break.** ~~an, and s~~ Student evaluation summaries **will be** returned to the evaluatee by the second week of the spring semester.

E. The formal evaluation process shall have been completed by the ~~first working day of March~~ **end of the fall semester**, and documents forwarded to files in the Office of Human

Resources. During the final semester of the Tenure Review Process, the Tenure Review Committee shall conduct the Division review of the evaluatee and make a recommendation for Tenure. The decision to grant tenure shall be made in the spring of the final year of the Tenure Review Process. Official tenure status shall be effective the beginning of the subsequent fall semester.

F. The schedule of time lines within which the evaluation and tenure review process shall occur are elaborated within the Tenure Review Packet. While these time lines are not meant to be understood or interpreted as rigid and absolute, they are essential to a fair, professional, and objectively administered process. To provide needed flexibility the written time lines shall be adhered to within a period of five working days before and/or five working days after the stated times and dates, except for the conditions specified in Section 6.

G. In the event of unusual or unforeseen circumstances that might cause the Tenure Review Committee to be unable to adhere to the time line schedule (specified in Section 7), and the Tenure Review Packet, the Tenure Review Committee Chair, after conferring with the tenure candidate, shall submit a written request to change the time line schedule, along with the tenure candidate's comments, to the appropriate Vice President and to the Chief Human Resources Officer. This request should outline the reasons and conditions for the request. The appropriate Vice President shall respond to the Chair's request within two working days stating reasons for either granting or denying the request. A copy of this written response shall be delivered to the tenure candidate and shall be entered in that faculty member's personnel file in the Office of Human Resources.

DATE: 5/16/2025



Roger Bowerman, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District