

TENTATIVE AGREEMENT
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76
and the
GLENDALE COMMUNITY COLLEGE DISTRICT

The following Tentative Agreement reflects the agreement of the California School Employees Association and Its Glendale Community College Chapter #76 (hereinafter "CSEA") and the Glendale Community College District (hereinafter "District") regarding the following:

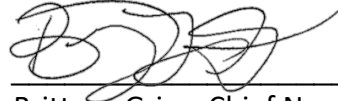
1. Effective July 1, 2023, the Classified Employees Salary Schedule and stipends will increase 3.0%.
2. In the event that any other bargaining unit receives a percentage increase in excess of 3.0%, CSEA will receive an equivalent increase in salary.
3. The District agrees to contribute \$50,000 to the Reallocation Fund for FY2023-2024, increasing the cap to \$200,000 (Article VIII – Wages, Section 4, Salary Reallocation).
4. CSEA and the District agree that \$900,000 represents a close approximation of the actual FY2023-2024 cost to the District of a one percent salary raise for all employee groups (represented and unrepresented). CSEA and the District agree that in the event that the District's ending fiscal year operating balance of its unrestricted general fund (fund 01) exceeds its current projected ending balance of \$8,811,641.00, then:
 - a. The District shall first establish a deferred savings account of any funds exceeding that projected ending balance, up to and including \$900,000. These funds shall be reserved for the District's negotiations with its respective employee groups and may have a retroactive application. The final total placed in this fund shall be allocated such that each employee group will retain exclusive control to negotiate its proportional share based on that group's representative cost of a 1% raise. The manner in which allocated funds may be utilized is subject to negotiations between the CSEA and the District; and
 - b. If the \$900,000 referenced above is established in the deferred savings account as outlined in item 1 due to the District exceeding its current projected ending general fund (fund 01) balance of \$8,811,641.00, then any additional funds in the final ending operational balance of that fund over and above the \$900,000 excess shall be evenly distributed between Item 1's deferred savings account and the District's final ending balance.
5. In reaching this agreement, the District further agrees and commits to effectively utilize the District's Budget Committee to review opportunities in the current year for additional fiscal efficiencies in its unrestricted operational budget. The governance committee, led by its co-chairs, shall continue to be responsible for establishing mechanisms that support best practices for financial stewardship at the District, including proactive tracking of spending.

6. Additionally, the District agrees to institute a budget planning process for FY2024-2025 beginning in 2024 that will include a careful review of current year expenditures and explanations for the basis of future budget requests.

Date of Agreement: November 22, 2023

Saodat Aziskhanova

Saodat Aziskhanova, Chief Negotiator
CSEA and its Chapter #76



Brittany Grice, Chief Negotiator
Glendale Community College

Jennifer Rener

11/28/23

Jennifer Rener, CSEA Senior Labor Relations Representative