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**COUNTER PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT) LOCAL
6525**

December 11, 2023

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The collective bargaining proposal presented herein by the Pasadena City College California Federation of Teachers, Local 6525 to the Pasadena Area Community College District is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the two parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 8
AGREEMENT**

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Article 8

PAY AND ALLOWANCES

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8.1 Salary Schedule.

- A. Employees are assigned to a range on the classified salary schedule. Each range consists of six (6) Horizontal Steps (A, B, C, D, E, and F). Initial placement will be at Step A unless otherwise authorized by the Superintendent-President. The salary schedule for ~~2021/2022~~ **2023/2024** is attached as Appendix B to this agreement.
- B. For 2023-24, the parties agree that effective July 1, 2023 each cell of all salary schedules will be increased by 6.0%.
- C. For 2024-25 the parties agree to meet in March 2024 to negotiate this article for any on-schedule increases that would be effective July 1, 2024.
- D. For 2025-26 the parties agree to meet in March 2025 to negotiate this article for any on-schedule increases that would be effective July 1, 2025.
- E. Each range on the salary schedule will be approximately 2.5% more than the immediately preceding range, and each step will be approximately 5.0% more than the immediately preceding step.

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8.2 Step Increase Date.

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A. On the first of the month after completion of the probationary period and subject to satisfactory performance evaluations, new employees are eligible for advancement to the next step. That date becomes the Step Increase Date. The probationary period is six months as indicated in Article 16.2(A) and per Education Code 88013. Thereafter, subject to satisfactory performance evaluations, employees are eligible for a one – (1) step increase annually on the Step Increase Date until the employee reaches the top step on the salary range.

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B. For longevity movement on the salary schedule, length of service is computed from the first day of employment minus any unpaid leaves. An employee must be in paid status at least eleven (11) working days in a month in order for the month to count. A new Step Increase Date must be computed after a leave of absence or a break in service.

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8.3 Change in Position.

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A. If an employee is selected for a position that requires movement to a higher classification, the salary will be adjusted on the applicable new range at Step A or at a step that will result in an increase of at least 7.5% above the present salary, whichever is more, unless the change in position is of only one range. A change in position of one (1) range will result in a salary increase of one (1) range. If an employee possesses significant experience or education beyond that which is required for the higher classification, the hiring manager may make a request to the Office of Human Resources for the employee to be placed at a higher step in the new range. The decision on this request shall be made by the Assistant Superintendent/Vice President of Human Resources, which shall not be subject to grievance or appeal by the employee.

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B. In the event a promotion occurs on the same date as a salary increase, the employee will first be advanced on the current salary range and will then be placed

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65 on the next higher dollar amount on the salary range appropriate for the promotion.

66 8.4 Reclassification.
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68 When a position has been reclassified to a higher range, employees in reclassified
69 positions shall be placed at their current step on the new salary range. If the reclassified
70 employee has not reached the top Step of their current range, the Step Increase Date
71 remains unchanged.

72 8.5 Classification Change.
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74 When an employee is reduced in range, except for lay off, the District may elect to assign
75 a "Y-rating" to the new range. While in "Y-rating" status, an employee is compensated at
76 the rate of pay received at the time of the change until such time as the compensation for
77 the new range exceeds that rate.

78 8.6 Service Increments.
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80 Employees are eligible for a service increment equivalent to one (1) range upon completion
81 of seven (7) years of service; a second service increment equivalent to one (1) range upon
82 completion of ten (10) years of service; a third service increment equivalent to one (1) range
83 upon completion of fifteen (15) years of service; a fourth service increment equivalent to one
84 (1) range upon completion of twenty (20) years of service; a fifth service increment equivalent
85 to one (1) range upon completion of twenty-five (25) years of service; and a sixth service
86 increment equivalent to one (1) range upon completion of thirty (30) years of service. Service
87 increments are awarded based on satisfactory performance evaluations and are calculated
88 from the first month of employment in which an employee is in paid status for at least eleven
89 (11) working days. A new Service Increment Date must be computed after a leave of absence
90 or break in service.

91 8.7 Work During "Off" Periods.
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93 A. Regular bargaining unit members working less than one hundred (100) percent
94 and regular bargaining unit members working less than twelve (12) months may
95 be employed in their current department on a temporary basis as hourly

96 employees at the rate established on the classified salary schedule during their
97 "off" period. Hours thus worked are counted toward seniority. If the hours thus
98 worked are a continuation of the regular work assignment, sick leave and vacation
99 credit will be earned for the hours worked.

100 B. Regular bargaining unit members working less than one hundred (100) percent or
101 regular bargaining unit members working less than twelve (12) months may be
102 employed during their "off" periods in other departments of the College in their current
103 classification or any classification at the same rate of pay as their regular
104 classification. Their hourly rate of pay for this work will be the same as they would
105 receive in their regular position. Hours thus worked are counted towards seniority.
106 Sick leave and vacation credit will be earned if the hours worked meet the
107 requirements for the accrual of sick leave and vacation.

108 C. If such an employee chooses to work on an hourly basis in a position with a
109 different classification, the employee may be paid the hourly rate for that
110 classification but will not earn sick leave or vacation. Hours thus worked count
111 toward seniority in that class if it is a lower class than the one in which the employee
112 has a regular assignment.

113 8.8 Differential.
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115 A. For employees who, on or before May 5, 1999, were receiving a five (5) percent
116 shift differential for all hours worked based on their work schedule, the following
117 will apply:

118 1. A differential of two (2) ranges (approximately five (5) percent on the salary
119 schedule) will be paid when fifty (50) percent or more of an employee's
120 assigned time must be worked after 4:00 p.m.

121 2. The differential is included in the employee's monthly gross rate.

122 3. If an employee's assignment is temporarily changed during the summer
123 intersession and the employee returns to the twenty (20) hours a week after
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125 4:00 p.m. at the end of the summer session, the differential in this
126 subsection will resume.

127 B. For employees who are not receiving a differential under the provisions of 8.8.A
128 above, the following shift differential will apply, effective May 5, 1999: A differential
129 of two (2) ranges (approximately five [5] percent) will be paid when an employee
130 is required to work beyond 5:00 p.m., only for the hours worked beyond 5:00 p.m.

131 C. For any differential in A-B above, the following apply:

132 1. No shift differential shall be paid for alternate workweek schedules, as
133 permitted under Article 7.2, nor for any overtime work.

134 2. If an employee's assignment is temporarily changed from differential-
135 bearing hours to hours that would not bear a differential, that differential
136 shall be removed.

137 3. No employee shall receive both differentials under A and B above at the
138 same time.
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140 D. A differential of two (2) ranges (approximately five [5] percent on the salary
141 schedule) will be paid to bargaining unit members in the following circumstances
142 and with these provisions:

143 1. When, in the opinion of the District, the employee performs duties of a
144 distasteful, dangerous, or unique nature.

145 2. When all members in a class are involved in a rotational schedule plan.

146 3. The differential is included in the employee's gross monthly rate.
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148 E. For any differential in A, B, or D above, the following applies:
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150 Where appropriate, assignment to duties for which differential shall be paid shall
151 be made on the basis of seniority among those within the appropriate class who
152 request such an assignment.
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154 8.9 Pay Days.

155 A. Pay days are on the 10th and 25th of each month.

156 1. Check issued on the 25th of the month

157 This check represents a net advance against the earnings for the month
158 in which this check is issued (“earned salary advance” or ESA). This
159 check reflects all applicable payroll deductions (voluntary and involuntary)
160 and payroll adjustments for the ESA.

161 2. Check issued on the 10th of the month

162 This check represents the net balance due for the preceding month. This
163 check reflects the earnings for the preceding month and deducts the ESA
164 previously paid on the 25th of the preceding month. This check also reflects
165 all applicable payroll deductions (voluntary and involuntary) and payroll
166 adjustments for the balance of earnings due for the preceding month if the
167 10th or the 25th falls on a Saturday, Sunday or holiday, employees are
168 paid on the preceding working day. No voluntary deductions are made for
169 the months of July and August, and the employee must take full
170 responsibility for any voluntary deductions the employee is obligated to pay
171 on a twelve (12) month basis.

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173 8.10 Working Out of Classification. Any unit member required to work out of classification
174 for more than five (5) working days out of fifteen (15) working days, shall have their
175 salary adjusted upward beginning with the first working day in the higher classification.
176 A unit member required to work out of class shall receive a five (5) percent salary
177 increase unless this increase exceeds the highest step of the higher classification, in
178 which case the unit member shall be paid at the highest step.

179 8.11 Personal/Professional Growth Reimbursement Benefit.
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181 A. Bargaining unit members will be eligible for a Personal/Professional Growth
182 Benefit when three (3) semester units are completed at a school accredited by
183 a regional accrediting association.

- 184 B. The benefit will consist of up to ~~\$250.00~~ \$500.00 educational
185 reimbursement for the costs of completing three (3) or more semester
186 units of lower-division credit, or up to ~~\$425.00~~ \$850.00 for the costs of
187 completing three (3) semester units of upper- division or graduate
188 credit with a grade of "C" or better.
- 189 C. If an employee has access to similar funds (financial aid, scholarships,
190 military benefits, etc.) those funds must be used first and any
191 remaining unreimbursed expenses may be applied for through this
192 process. Violations of this provision shall subject the employee to
193 repayment of Personal/Professional Growth funds to the District.
- 194 D. Only one (1) of the above benefits may be earned each contract year.
- 195 E. Application for the Personal/Professional Growth Reimbursement Benefit
196 must be submitted within one (1) semester following the same year the course
197 work is completed. The employee must include the transcript or grade slip and
198 receipts for the educational expenses with the application. Forms for claiming
199 this benefit are attached as Appendix D.
- 200 F. During the term of the agreement the parties will meet to develop a
201 professional development plan which provides education and training to unit
202 members in various subject areas to enable employees to achieve District
203 operational goals.
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