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**PROPOSAL FROM  
THE PASADENA CITY COLLEGE FACULTY ASSOCIATION  
TO THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
November 3, 2022**

The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Pasadena City College Faculty Association and is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 4  
FRINGE BENEFITS**

4.1 BENEFIT PLANS

4.1.1 The District fringe benefits package for eligible unit members and, where applicable, their dependents, includes the following items under the District's current plans or such equivalent plans as it may designate:

- a. Medical Insurance - either PPO (Anthem Blue Cross) or HMO (Anthem Blue Cross/California Care, Kaiser).
- b. Dental care insurance — ~~During the 2016-2017 open enrollment, members e~~Eligible unit members may select one (1) of the two dental plan options, which includes the following:  
  
Option 1: ~~(current plan)~~—Delta Dental (PPO—~~no changes~~)  
Option 2: ~~(Enhanced Plan)~~—MetLife (HMO – includes orthodontia & dental implants)  
  
Details on the plan benefits are available in the Benefits Enrollment Guide which is available on the District website at <https://pasadena.edu/hr/benefits/benefits-enrollment-forms.php>.
- c. Vision care insurance
- d. Life and Accidental Death and Dismemberment (AD&D) insurance group plan (\$50,000) or (\$25,000) if eligible unit member is age 70 and over-group plan. (District paid);
- e. Income protection (long term disability) – employees receive 66.67% of their monthly earnings up to a maximum monthly benefit of \$3,000; the plan includes an elimination period of 140 calendar days with a maximum benefit period of 12 months. (District paid);
- f. A choice of the following two eEmployee assistance programs (EAP):
  - Anthem EAP, which offers up to six (6) free counseling visits

52 per person, per issue, per year, and is available to all District  
53 employees and their eligible dependents; or

- 54 • Lincoln Employee Connect EAP, which offers up to five (5)  
55 free counseling visits per person, per issue, per year, and is  
56 available to full-time benefit eligible employees up to three  
57 free consultations per year with a qualified District-provided  
58 psychologist. (District paid);

59  
60 g. A plan by which unit members may establish tax-free Internal  
61 Revenue Code Section 125 accounts for the purpose of funding  
62 additional health care, child care, elder care, medical set-aside and  
63 other authorized services.

64  
65 4.1.2 “Eligible” as used in section 4.1 shall mean those unit members who have an  
66 average assignment of seventy-five percent (75%) or greater during the  
67 annual period of contract service, those who qualify under Section 4.4~~6~~  
68 (below), or as otherwise required by the Affordable Care Act (ACA).  
69

70 4.1.3 In lieu of District coverage for an individual’s health insurance plan (for those  
71 with dual coverage) the District will provide an annual amount equal to one-  
72 half of the District annual payment for the lowest cost medical insurance for  
73 each full-time unit member electing this option providing that:

- 74 a. This option may be selected only during the open enrollment period  
75 for health insurance or at the time of initial employment;
- 76 b. Requests to change to health insurance coverage from the cash  
77 option may be made only during the open enrollment period;
- 78 c. Cash benefits provided under this plan must comply with Internal  
79 Revenue Code Section 125.  
80

81  
82  
83  
84 4.1.3 Fringe Benefits Study Committee

85  
86 The campus-wide joint study committee shall study and report to the parties  
87 its findings relative to fringe benefits programs, including, but not limited to,  
88 medical insurance plans and designs for full-time and part-time faculty.  
89

#### 90 4.1.4 Heath Care for Part-Time Employees

91  
92 The District and Association agree to reopen Article 4 within 14 days after guidance is  
93 received from the California Community College Chancellor’s Office regarding part-time  
94 benefits.

- 95  
96 a. ~~Part-time employees who are members of the bargaining unit, who~~  
97 ~~have been employed two previous semesters within the last six~~  
98 ~~semesters, and as of Monday of the third week of the semester who~~  
99 ~~have teaching assignments of five hours or more per week for the~~  
100 ~~semester, or as of Monday of the fifth week of the semester are~~  
101 ~~assigned the equivalent of five hours or more per week of a non-~~

102 ~~teaching assignment shall be eligible to receive Kaiser medical~~  
103 ~~insurance.~~

104  
105 ~~b. The District shall contribute an amount equal to the single party~~  
106 ~~Kaiser Health Maintenance Plan premium. In lieu of the Kaiser plan,~~  
107 ~~eligible employees may elect a composite dental or vision plan.~~  
108 ~~Employees who lose non-District-provided coverage as a result of~~  
109 ~~divorce or death of a spouse shall be allowed to change their election;~~  
110 ~~otherwise changes to election of Kaiser or dental or vision plans are~~  
111 ~~limited to the open enrollment period.~~

112  
113 ~~c. If a part-time faculty elects the Kaiser medical insurance, he/she may~~  
114 ~~purchase at his/her cost, coverage for dependents, the composite~~  
115 ~~dental, and/or vision insurance plan.~~

116 ~~d. If a part-time faculty elects the composite dental or vision plan in lieu~~  
117 ~~of the Kaiser plan, he/she may purchase at his/her cost, coverage for~~  
118 ~~the plan not covered by the District's contribution.~~

119  
120 ~~e. All premiums paid by any faculty for the purpose of purchasing health~~  
121 ~~insurance shall be pre-tax.~~

122  
123 ~~f. In the event that during the college year a covered employee's load~~  
124 ~~drops below the number of hours stated above but is at least three~~  
125 ~~hours per week during that semester, the employee's coverage shall~~  
126 ~~continue through that college year, except in cases where the~~  
127 ~~employee requests the reduction in load.~~

128  
129 ~~g. Effective with the fall 2022 semester, once a part-time faculty member~~  
130 ~~becomes eligible for health benefits as set forth above if the part-time~~  
131 ~~faculty member falls below the required 5 hours (except when a~~  
132 ~~reduction in hours is voluntarily requested by the faculty member)~~  
133 ~~he/she shall retain eligibility for at least two semesters.~~

134  
135 ~~h. This benefit does not apply to full time employees of the District who~~  
136 ~~teach overload classes.~~

137  
138 4.2 RETIREE BENEFITS (Full-Time Employees)

139  
140 4.2.1 The District will provide paid health and dental plans, up to the amounts  
141 specified in Section 4.1 above, for retirees age fifty-five (55) to sixty-five (65),  
142 and their eligible dependents, who have received these plans and in their last  
143 full year of employment when:

144  
145 a. The current member is eligible to retire under the provisions of the  
146 State Teachers Retirement System; and

147  
148 b. The unit member has had at least fourteen (14) years of service with  
149 the District. In order to continue to be eligible for this benefit the unit  
150 member must not be employed in an organization in which the  
151 employee is required to contribute a portion of his/her salary to a  
152 retirement plan associated with STRS or PERS in the state of

California.

4.2.2 The coverage provided under 4.2.1 will continue through the month the retiree reaches age sixty-five (65).

4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have attained the age of sixty-five (65), the District will pay ~~\$1440~~ \$1900 annually, intended to help cover the cost of Medicare supplementary insurance.

4.2.4 Those retirees who meet all the requirements of 4.2.1 except for the fourteen (14) years of service with the District and those retirees who have reached age sixty-five (65) may elect to retain group coverage under the health plans by paying the monthly premiums to the District. This provision is subject to the terms of the contract between the District and the plan carrier.

#### 4.3 PERMANENT DISABILITY

During the term of this Agreement, the District will continue to provide the health and dental benefits of Section 4.1 for those unit members between the ages of fifty-five (55) and sixty-five (65) who have been employed by the District for at least fourteen (14) years and who are granted a permanent disability allowance under STRS or PERS.

#### 4.4 OPTIONAL PRE-RETIREMENT PROGRAM

The District shall offer an optional pre-retirement reduced workload program to unit members in accordance with rules and regulations adopted by the Board of Trustees and the provisions of Education Code Sections 20815, 22713 and 87483.

#### 4.5 COMPUTER LOAN PURCHASES

The District will provide to any regular monthly unit member an interest-free loan of up to four thousand dollars (\$4,000) for the purchase of computer equipment/software. The type of equipment and place of purchase is the choice of the unit member. Upon presentation of an invoice, the District will provide a check, payable to the vendor. Equal installments will be deducted from the unit member's regularly monthly salary check, during a period of up to a maximum of two years, to repay the loan.

### ARTICLE 12 THE SALARY SCHEDULES

12.0 The Salary Schedules for the Pasadena Area Community College District are contained in the Appendix.

~~***Retroactive to July 1, 2022, the adjunct non-credit faculty salary schedules will be eliminated. All adjunct faculty will be paid from the adjunct credit semester faculty salary schedule and adjunct credit intersession faculty salary schedule.***~~

12.0.1 ~~***Effective July 1, 2019***~~ ***2022***, each cell of the ~~***Part-Time Credit Semester Faculty, Part-Time Credit Intersession Faculty, Part-Time Credit Nonteaching Faculty, and Part-Time Noncredit Faculty Salary Schedules shall be***~~

204 increased by ~~3.5.0%~~.

205  
206 Effective July 1, ~~2019~~2022, each cell of the Contract Monthly Faculty,  
207 Contract Monthly Intersession Faculty, Contract Monthly Nonteaching  
208 Faculty, Contract Monthly Nonteaching Overload Faculty, and Contract  
209 Monthly Overload Faculty shall be increased by ~~3.5.0%~~.

210  
211 12.0.1a Retroactive to July 1, 2022, all full-time faculty salary schedules will  
212 be increased by ~~12.0%~~ 10%.

213  
214 12.0.2b Retroactive to July 1, 2022, all adjunct salary schedules will be  
215 increased by ~~12.0%~~ 10% plus a 5% parity adjustment.

216  
217 12.0.2e For ~~2020-2021~~2023-2024, the parties agree that effective July 1, 2023~~0~~,  
218 each cell of all Academic Salary Schedules will be increased by 2% or the a  
219 percentage equal to the state-funded COLA for ~~2022-2023~~2020-2021  
220 received by the District, whichever is less greater.

221  
222 12.0.2c Beginning July 1, 2023, all adjunct salary schedules will be increased  
223 by COLA or 2% whichever is greater plus 5% parity adjustment.

224  
225 12.0.3 For ~~2021-2022~~2024-2025, the parties agree that effective July 1, 2024~~1~~, each  
226 cell of all Academic Salary Schedules will be increased by 2% or the a  
227 percentage equal to the state-funded COLA for ~~2023-2024~~2020-2021  
228 received by the District, whichever is less greater.

229  
230 12.0.2d Beginning July 1, 2024, all adjunct salary schedules will be increased  
231 by COLA or 2% whichever is greater plus 5% parity adjustment.

## 232 233 12.1 THE CREDIT CONTRACT SCHEDULE (SCHEDULE A)

234  
235 12.1.1 Initial placement on the academic credit contract schedule recognizes, on a  
236 year-for-year basis, up to a maximum of fourteen (14) years, full-time  
237 equivalent District-approved experience and part-time teaching up to the  
238 equivalent of three (3) years full-time during the preceding five (5) years. Full-  
239 time, on-campus classified service will be recognized to the extent that  
240 placement on the academic salary schedule will not result in a monthly salary  
241 reduction. The designation of the class on the schedule is determined as  
242 follows:

243  
244 12.1.2 - Class A A California Community College Partial Fulfillment Credential

245  
246 12.1.3 - Class B Minimum Qualifications

247  
248 12.1.4 - Class C

249  
250 I. MA + 18 or BA + 54

251 II. Eighteen (18) units beyond those required for the minimum  
252 qualifications, including an Associate of Arts Degree (or equivalent)

253  
254 12.1.5 - Class D

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- I. MA + 36 or BA +72
- II. Thirty-six (36) units beyond those required for the minimum qualifications, including a Bachelor’s Degree

12.1.6 - Class E

- I. MA + 54 or BA + 90
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a Master’s Degree

12.1.7 Doctoral Degree. Attainment of the doctoral degree from an accredited institution of higher education. The District shall be the final arbiter in assessing the qualifications of doctorates.

12.1.8 The two categories within Classes C, D and E are as follows:

- a. Category I Open to faculty in subject matter areas in which a Bachelor’s Degree or higher is offered;
- b. Category II Open only to faculty in the following areas in which no Bachelor’s Degree is offered:

Administration of Justice  
Advertising/Graphic Design  
Automotive Technology  
Building Construction  
Business Information Technology  
Computer Information Systems  
Cosmetology and Barbering  
Dental Assisting  
Dental Hygiene  
Dental Laboratory Technology  
Drafting – Mechanical Drafting  
Electrical Technology  
Electronics Technology  
Emergency Medical Technology  
Environmental Technology Fashion  
Fire Technology  
Food Services  
Legal Assisting  
Machine Shop Technology  
Medical Assisting  
Photographic Technology/  
Commercial Photography  
Printing Technology  
Radiologic Technology  
Sign Art Telecommunications  
Vocational Nursing  
Welding

306 12.2 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)  
307  
308 The noncredit contract schedule initial step placement will be no higher than the  
309 seventh (7th) step and is based on experience beyond that required for the  
310 credential.  
311

312 12.3 ANNUAL CONTRACT SALARIES  
313  
314 12.3.1 The annual contract salaries shall be determined in the following manner:  
315  
316 12.3.2 Determine the employee's classification and step on the basic tenthsly  
317 payment salary schedule (Classes A through Doctor's Degree, Steps 1  
318 through 33);  
319  
320 12.3.3 Multiply this product by the appropriate responsibility ratio;  
321  
322 12.3.4 Multiply this product by the number of months specified in the time  
323 assignment for the position to determine the annual salary.  
324

325 12.4 ADVANCEMENT ON THE CONTRACT SCHEDULES  
326  
327 12.4.1 Vertical advancement on the salary schedules occurs only if the service has  
328 been rendered for at least three-fourths of the academic year in the case of  
329 those on contract. Step or class changes occur July 1 following official  
330 certification of completion of the degree(s) or unit(s). Advancement for  
331 completion of a master's degree or a doctor's degree will be granted in the  
332 month following notification of the completion of the degree requirements.  
333  
334 12.4.2 Class and step changes are granted contingent on satisfactory performance  
335 as evidenced by a current satisfactory evaluation.  
336

337 12.5 ADVANCEMENT ON THE HOURLY SCHEDULE  
338  
339 12.5.1 For the purposes of hourly compensation, regular and contract unit members  
340 who had been placed on an hourly schedule prior to employment as a regular  
341 or contract unit member will continue to be paid on the hourly schedule until  
342 such time as the overload rate on Schedule A is equal to or greater than the  
343 rate of the hourly schedule. Such members are not eligible to advance on the  
344 hourly schedule. Vertical advancement on the hourly schedules for eligible  
345 unit members occurs when a unit member has:  
346  
347 a. Advanced to a step on the Annual Contract Schedule that is higher  
348 than the current placement on the appropriate hourly schedule, or  
349  
350 b. For the Credit Hourly Schedule B taught at least 150 hours in the  
351 credit program since the initial placement or the last step placement,  
352 or  
353  
354 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours  
355 in the credit program since initial placement or the last step  
356 placement, or

357  
358 d. For Noncredit Hourly Schedule D taught at least 400 hours in the  
359 noncredit program since initial placement or the last step placement.  
360

361 12.5.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will  
362 carry over into the next step accumulation.  
363

## 364 12.6 APPLICATION FOR ADVANCEMENT

365  
366 12.6.1 To qualify for a higher salary classification **for the subsequent semester**, an  
367 academic employee must present the form "Application for Salary Change,"  
368 **in duplicate**, to the Office of Human Resources **by the last day of the prior**  
369 **semester**.  
370

371 All work designated on the application form must be verified **by grade slips**  
372 **or official** transcripts received in the Office of Human Resources. The  
373 decision for disapproval of a step or class change is the responsibility of the  
374 Vice President for Instruction.  
375

376 12.6.2 Acceptable Study. Upper division or graduate units from an accredited  
377 college or university are acceptable for advancement on the salary schedule  
378 provided that the course is not a repeat and is related to the current  
379 assignment or represents a reasonable objective for future local  
380 employment.  
381

382 12.6.2.1 District and Association agree that unit members will be moved to  
383 the appropriate place on the doctoral column of the salary schedule  
384 when they have attained a doctoral degree from an accredited  
385 institution of higher education.  
386

387 12.6.2.2 Community college courses are allowed if they are approved in  
388 advance by the Vice President for Instruction as part of a planned  
389 program of at least twelve (12) units, including upper division and/or  
390 graduate work. Miscellaneous community college courses, not in an  
391 approved plan, may be allowed if appropriate under Section  
392 12.6.3.c. This course work must be directly related to a teaching  
393 assignment and not a repetition of previous work. Courses that are  
394 audited are not allowed.  
395

396 12.6.3 Equivalent Credit. In lieu of formal academic units and after initial  
397 employment, it is possible to earn a maximum of eighteen (18) equivalent  
398 units. ~~provided n~~Not more than nine (9) may be used at any one time to  
399 change from one class to the next higher one. These eighteen (18) units may  
400 be earned in three major categories with no more than six (6) units in any one  
401 category.  
402

403 a. One year of successful non-teaching work experience (may be  
404 cumulative) related to the current assignment (2 months equals 1  
405 unit); and  
406

407 b. Travel which is specifically related to improving the employee's



408 service (2 weeks equals 1 unit); and

409

410 c. Professional service (one unit for 9 weeks) supervising a cadet  
411 teacher; publication (one unit for an article of 500 words or more in a  
412 recognized professional magazine, six units for the publication of a  
413 book, 200 pages or more); major leadership in local, state, or national  
414 professional organizations (two units for president, one unit for other  
415 offices); public performance (limit of one unit per year for concerts or  
416 art exhibits); community college courses, noncredit adult classes, and  
417 approved in- service seminars, provided that the content is  
418 appropriate to the current or possible future assignments at the  
419 College. In computing courses fifteen (15) hours of class time equals  
420 one unit. Summer workshops and child study courses not taken for  
421 university credit may be used for credit in this category. Courses  
422 which are audited are not acceptable.

423

## 424 12.7 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES

425

426 12.7.1 Pay Days. Salary payments for monthly bargaining unit members shall be  
427 made on or before the fifth work day after the close of the calendar months  
428 for which payment is due except as otherwise indicated below.

429

430 12.7.1.1 The District will extend to full-time faculty the option of receiving their  
431 annual contract salary paid over twelve (12) months.

432

433 12.7.1.2 Any request to change from a ten month to a twelve month salary  
434 schedule must be received in the Fiscal Services office by the last  
435 working day in May of any academic year.

436

437 12.7.1.3 In the event of separation of service from the District, if a unit  
438 member receives salary payment beyond the earned amount, as  
439 determined by the Education Code adjustment process, the unit  
440 member will make a reimbursement within thirty (30) days of notice  
441 and/or the unit member's final compensation will be appropriately  
442 adjusted.

443

444 12.7.2 Deduction for Unpaid Absence. Deduction for personal (unpaid) absence,  
445 whether because of unpaid leave or employment after the first work day of a  
446 month or separation from service before the last work day of a month shall be  
447 made on the basis of a per diem rate for all persons employed at a monthly  
448 salaried rate. Pursuant to Education Code Section 87815, the per diem rate  
449 shall be computed fractionally at one divided by the number of work days  
450 normal for the employee's contractual services.

451

452 12.7.3 Retirees. Contract and regular unit members who retire are eligible for rehire  
453 but are not guaranteed employment. Retirees who are offered employment  
454 will be compensated at the appropriate part-time salary schedule based on  
455 their step and column placement on Schedule A at the time of retirement.

456

## 457 12.8 OVERLOAD HOURLY SALARY SCHEDULE

458

- 459 12.8.1 Teaching Faculty. The hourly schedule for teaching faculty, including the  
460 overload differential, can be found in Schedules B-1 and D.  
461  
462 12.8.2 Non-teaching Faculty. An amount equal to four percent (4%) of the hourly  
463 rate of any non-teaching academic employee will be added to the hourly rate  
464 of such employee, when hourly work is performed on any regular assigned  
465 monthly paid work day(s). For the purposes of this section, hourly service in a  
466 week which exceeds normal full-time service will be entitled to the four  
467 percent (4%) differential, except that in no case will hourly teaching  
468 assignments be entitled to the four percent (4%) teaching differential during  
469 summer intersessions.  
470

471 12.9 Faculty Supervising Internship Courses  
472

473 12.9.1 Faculty supervising for internship courses shall be compensated \$100.00 for  
474 each student who completes the course requirements, up to 20 students.  
475

476 12.9.2 Faculty supervising internship courses shall receive the \$100.00  
477 compensation-per- student based upon the completion of:  
478

- 479 1. A minimum of four meetings with the student;  
480
- 481 2. A minimum of one meeting with the employer or placement agency  
482 regarding student progress;  
483
- 484 3. All student course work/requirements including, but not limited to:  
485
  - 486 a. Student Learning Objectives,
  - 487 b. Final project, paper or journal,
  - 488 c. Signed Faculty Advisor Record,
  - 489 d. Signed time sheet from Employer (completing the required  
490 hours for the units earned),
  - 491 e. Signed evaluation sheet completed by the employer  
492
- 493 4. A final grade submission  
494

495 12.9.3 Faculty supervising an internship course shall be limited to no more than 20  
496 students enrolled in a designated internship course. Additional students may  
497 be added only with permission of the Division Dean and the appropriate Vice  
498 President or designee.  
499

500  
501 Signed and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2022.  
502

503 FOR THE COLLEGE DISTRICT

503 FOR THE ASSOCIATION

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