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**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
December 8, 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 e**Employee 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.

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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 4.46
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.

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84 4.1.3 Fringe Benefits Study Committee

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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.

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

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

- 100 a. The current member is eligible to retire under the provisions of the
101 State Teachers Retirement System; and

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b. The unit member has had at least fourteen (14) years of service with the District. In order to continue to be eligible for this benefit the unit member must not be employed in an organization in which the employee is required to contribute a portion of his/her salary to a 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) shall apply for and enroll in Medicare Parts A and B. Upon satisfying these conditions and submitting proof annually of Medicare B enrollment (such as a copy of their Social Security statement denoting the Medicare Part B premium deduction). the District will pay the standard Medicare Part B premium rate not to exceed \$1440-\$1,900 annually, intended to help cover the cost of Medicare supplementary insurance. This amount will be based on the standard Medicare Part B premium rate annualized for the benefit year in which it is paid.

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.

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**ARTICLE 12
THE SALARY SCHEDULES**

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

161 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 increased by 3.5.5%.~~

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166 ~~Effective July 1, 2019~~**2022**, each cell of the ~~Contract Monthly Faculty, Contract Monthly Intersession Faculty, Contract Monthly Nonteaching Faculty, Contract Monthly Nonteaching Overload Faculty, and Contract Monthly Overload Faculty shall be increased by 3.05.0%. In addition, each full-time faculty member shall receive an additional off-schedule payment in an amount equal to 15% of the unit member's base salary.~~

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173 **12.0.1a Retroactive to July 1, 2022, all full-time faculty salary schedules will be increased by 10% 9%. In addition, each full-time faculty member shall receive an additional off-schedule payment in an amount equal to 15% of the unit member's base salary.**

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178 **12.0.2b Retroactive to July 1, 2022, all adjunct salary schedules will be increased by 10% 9% plus a 5% parity adjustment.**

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181 12.0.2 For ~~2020-2021~~**2023-2024**, the parties agree that effective July 1, 2023**0**, each cell of all Academic Salary Schedules will be increased by **2.5% or the a percentage equal to the** state-funded COLA for ~~2022-2023-2024~~**2020-2021** received by the District, **whichever is less greater.**

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185 **12.0.2c Beginning July 1, 2024, all adjunct salary schedules will be increased by COLA or 2.5% whichever is greater plus 5% parity adjustment.**

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188 12.0.3 For ~~2021-2022~~**2024-2025**, the parties agree that effective July 1, 2024**1**, each cell of all Academic Salary Schedules will be increased by **2.5% or the a percentage equal to the** state-funded COLA for ~~2023-2024-2025~~**2020-2021** received by the District, **whichever is less greater.**

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192 **12.0.2d Beginning July 1, 2025, all adjunct salary schedules will be increased by COLA or 2.5% whichever is greater plus 5% parity adjustment.**

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195 12.1 THE CREDIT CONTRACT SCHEDULE (SCHEDULE A)

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197 12.1.1 Initial placement on the academic credit contract schedule recognizes, on a year-for-year basis, up to a maximum of fourteen (14) years, full-time equivalent District-approved experience and part-time teaching up to the equivalent of three (3) years full-time during the preceding five (5) years. Full-time, on-campus classified service will be recognized to the extent that placement on the academic salary schedule will not result in a monthly salary reduction. The designation of the class on the schedule is determined as follows:

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12.1.2 - Class A A California Community College Partial Fulfillment Credential

12.1.3 - Class B Minimum Qualifications

12.1.4 - Class C

- I. MA + 18 or BA + 54
- II. Eighteen (18) units beyond those required for the minimum qualifications, including an Associate of Arts Degree (or equivalent)

12.1.5 - Class D

- 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

256 Food Services
257 Legal Assisting
258 Machine Shop Technology
259 Medical Assisting
260 Photographic Technology/
261 Commercial Photography
262 Printing Technology
263 Radiologic Technology
264 Sign Art Telecommunications
265 Vocational Nursing
266 Welding
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268 12.2 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)

269
270 The noncredit contract schedule initial step placement will be no higher than the
271 seventh (7th) step and is based on experience beyond that required for the
272 credential.
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274 12.3 ANNUAL CONTRACT SALARIES

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276 12.3.1 The annual contract salaries shall be determined in the following manner:
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278 12.3.2 Determine the employee's classification and step on the basic tenthly
279 payment salary schedule (Classes A through Doctor's Degree, Steps 1
280 through 33);
281

282 12.3.3 Multiply this product by the appropriate responsibility ratio;
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284 12.3.4 Multiply this product by the number of months specified in the time
285 assignment for the position to determine the annual salary.
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287 12.4 ADVANCEMENT ON THE CONTRACT SCHEDULES

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289 12.4.1 Vertical advancement on the salary schedules occurs only if the service has
290 been rendered for at least three-fourths of the academic year in the case of
291 those on contract. Step or class changes occur July 1 following official
292 certification of completion of the degree(s) or unit(s). Advancement for
293 completion of a master's degree or a doctor's degree will be granted in the
294 month following notification of the completion of the degree requirements.
295

296 12.4.2 Class and step changes are granted contingent on satisfactory performance
297 as evidenced by a current satisfactory evaluation.
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299 12.5 ADVANCEMENT ON THE HOURLY SCHEDULE

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301 12.5.1 For the purposes of hourly compensation, regular and contract unit members
302 who had been placed on an hourly schedule prior to employment as a regular
303 or contract unit member will continue to be paid on the hourly schedule until
304 such time as the overload rate on Schedule A is equal to or greater than the
305 rate of the hourly schedule. Such members are not eligible to advance on the
306 hourly schedule. Vertical advancement on the hourly schedules for eligible

unit members occurs when a unit member has:

- a. Advanced to a step on the Annual Contract Schedule that is higher than the current placement on the appropriate hourly schedule, or
- b. For the Credit Hourly Schedule B taught at least 150 hours in the credit program since the initial placement or the last step placement, or
- c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours in the credit program since initial placement or the last step placement, or
- d. For Noncredit Hourly Schedule D taught at least 400 hours in the noncredit program since initial placement or the last step placement.

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

12.6 APPLICATION FOR ADVANCEMENT

12.6.1 To qualify for a higher salary classification **for the subsequent semester**, an academic employee must present the form "Application for Salary Change₁" **in duplicate**, to the Office of Human Resources **by the last day of the prior semester**.

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

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

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

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

358 12.6.3 Equivalent Credit. In lieu of formal academic units and after initial
359 employment, it is possible to earn a maximum of eighteen (18) equivalent
360 units. ~~provided n~~Not more than nine (9) may be used at any one time to
361 change from one class to the next higher one. These eighteen (18) units may
362 be earned in three major categories with no more than six (6) units in any one
363 category.

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- 365 a. One year of successful non-teaching work experience (may be
366 cumulative) related to the current assignment (2 months equals 1
367 unit); and
 - 368 b. Travel which is specifically related to improving the employee's
369 service (2 weeks equals 1 unit); and
 - 370 c. Professional service (one unit for 9 weeks) supervising a cadet
371 teacher; publication (one unit for an article of 500 words or more in a
372 recognized professional magazine, six units for the publication of a
373 book, 200 pages or more); major leadership in local, state, or national
374 professional organizations (two units for president, one unit for other
375 offices); public performance (limit of one unit per year for concerts or
376 art exhibits); community college courses, noncredit adult classes, and
377 approved in- service seminars, provided that the content is
378 appropriate to the current or possible future assignments at the
379 College. In computing courses fifteen (15) hours of class time equals
380 one unit. Summer workshops and child study courses not taken for
381 university credit may be used for credit in this category. Courses
382 which are audited are not acceptable.

383 12.7 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES

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385 12.7.1 Pay Days. Salary payments for monthly bargaining unit members shall be
386 made on or before the fifth work day after the close of the calendar months
387 for which payment is due except as otherwise indicated below.

388 12.7.1.1 The District will extend to full-time faculty the option of receiving their
389 annual contract salary paid over twelve (12) months.

390 12.7.1.2 Any request to change from a ten month to a twelve month salary
391 schedule must be received in the Fiscal Services office by the last
392 working day in May of any academic year.

393 12.7.1.3 In the event of separation of service from the District, if a unit
394 member receives salary payment beyond the earned amount, as
395 determined by the Education Code adjustment process, the unit
396 member will make a reimbursement within thirty (30) days of notice
397 and/or the unit member's final compensation will be appropriately
398 adjusted.

399 12.7.2 Deduction for Unpaid Absence. Deduction for personal (unpaid) absence,
400 whether because of unpaid leave or employment after the first work day of a
401 month or separation from service before the last work day of a month shall be
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409 made on the basis of a per diem rate for all persons employed at a monthly
410 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
411 shall be computed fractionally at one divided by the number of work days
412 normal for the employee's contractual services.
413

414 12.7.3 Retirees. Contract and regular unit members who retire are eligible for rehire
415 but are not guaranteed employment. Retirees who are offered employment
416 will be compensated at the appropriate part-time salary schedule based on
417 their step and column placement on Schedule A at the time of retirement.
418

419 12.8 OVERLOAD HOURLY SALARY SCHEDULE

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421 12.8.1 Teaching Faculty. The hourly schedule for teaching faculty, including the
422 overload differential, can be found in Schedules B-1 and D.
423

424 12.8.2 Non-teaching Faculty. An amount equal to four percent (4%) of the hourly
425 rate of any non-teaching academic employee will be added to the hourly rate
426 of such employee, when hourly work is performed on any regular assigned
427 monthly paid work day(s). For the purposes of this section, hourly service in a
428 week which exceeds normal full-time service will be entitled to the four
429 percent (4%) differential, except that in no case will hourly teaching
430 assignments be entitled to the four percent (4%) teaching differential during
431 summer intersessions.
432

433 12.9 Faculty Supervising Internship Courses

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435 12.9.1 Faculty supervising for internship courses shall be compensated \$100.00 for
436 each student who completes the course requirements, up to 20 students.
437

438 12.9.2 Faculty supervising internship courses shall receive the \$100.00
439 compensation-per- student based upon the completion of:
440

- 441 1. A minimum of four meetings with the student;
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- 443 2. A minimum of one meeting with the employer or placement agency
444 regarding student progress;
- 445
- 446 3. All student course work/requirements including, but not limited to:
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 - 448 a. Student Learning Objectives,
 - 449 b. Final project, paper or journal,
 - 450 c. Signed Faculty Advisor Record,
 - 451 d. Signed time sheet from Employer (completing the required
452 hours for the units earned),
 - 453 e. Signed evaluation sheet completed by the employer
- 454
- 455 4. A final grade submission
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457 12.9.3 Faculty supervising an internship course shall be limited to no more than 20
458 students enrolled in a designated internship course. Additional students may
459 be added only with permission of the Division Dean and the appropriate Vice

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President or designee.

Signed and entered into this _____ day of _____, 2022.

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

