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**PROPOSAL FROM THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE  
PASADENA CITY COLLEGE FACULTY ASSOCIATION  
September 22, 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 may select one (1) of the two dental plan options, which includes the following:
  - Option 1: (current plan) – Delta Denta (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 insurance (\$50,000) 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. Employee assistance program – up to three free consultations per year with a qualified District-provided psychologist. (District paid);
- g. A plan by which unit members may establish tax-free Internal Revenue Code Section 125 accounts for the purpose of funding additional health care, child care, elder care, medical set-aside and other authorized services.

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4.1.2 “Eligible” as used in section 4.1 shall mean those unit members who have an average assignment of seventy-five percent (75%) or greater during the annual period of contract service, those who qualify under Section 4.46 (below), or as otherwise required by the Affordable Care Act (ACA).

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

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

4.1.3 Fringe Benefits Study Committee

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

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

**a. — Part-time employees who are members of the bargaining unit, who have been employed two previous semesters within the last six semesters, and as of Monday of the third week of the semester who have teaching assignments of five hours or more per week for the semester, or as of Monday of the fifth week of the semester are assigned the equivalent of five hours or more per week of a non-teaching assignment shall be eligible to receive Kaiser medical insurance.**

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

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

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

103  
104 ~~**e. All premiums paid by any faculty for the purpose of purchasing health**~~  
105 ~~**insurance shall be pre-tax.**~~  
106

107 ~~**f. In the event that during the college year a covered employee's load**~~  
108 ~~**drops below the number of hours stated above but is at least three**~~  
109 ~~**hours per week during that semester, the employee's coverage shall**~~  
110 ~~**continue through that college year, except in cases where the**~~  
111 ~~**employee requests the reduction in load.**~~  
112

113 ~~**g. Effective with the fall 2022 semester, once a part-time faculty member**~~  
114 ~~**becomes eligible for health benefits as set forth above if the part-time**~~  
115 ~~**faculty member falls below the required 5 hours (except when a**~~  
116 ~~**reduction in hours is voluntarily requested by the faculty member)**~~  
117 ~~**he/she shall retain eligibility for at least two semesters.**~~  
118

119 ~~**h. This benefit does not apply to full-time employees of the District who**~~  
120 ~~**teach overload classes.**~~  
121

122 **[NOTE: On hold pending Governor signature (submitted 8/31/2022) and**  
123 **guidance from State Chancellor's Office regarding implementation.]**

## 124 4.2 RETIREE BENEFITS (Full-Time Employees)

125  
126 4.2.1 The District will provide paid health and dental plans, up to the amounts  
127 specified in Section 4.1 above, for retirees age fifty-five (55) to sixty-five (65),  
128 and their eligible dependents, who have received these plans and in their last  
129 full year of employment when:  
130

- 131 a. The current member is eligible to retire under the provisions of the  
132 State Teachers Retirement System; and
- 133  
134 b. The unit member has had at least fourteen (14) years of service with  
135 the District. In order to continue to be eligible for this benefit the unit  
136 member must not be employed in an organization in which the  
137 employee is required to contribute a portion of his/her salary to a  
138 retirement plan associated with STRS or PERS in the state of  
139 California.  
140

141 4.2.2 The coverage provided under 4.2.1 will continue through the month the  
142 retiree reaches age sixty-five (65).  
143

144 4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have  
145 attained the age of sixty-five (65), the District will pay \$1440 annually,  
146 intended to help cover the cost of Medicare supplementary insurance.  
147

148 4.2.4 Those retirees who meet all the requirements of 4.2.1 except for the fourteen  
149 (14) years of service with the District and those retirees who have reached  
150 age sixty-five (65) may elect to retain group coverage under the health plans  
151 by paying the monthly premiums to the District. This provision is subject to  
152 the terms of the contract between the District and the plan carrier.  
153

154 4.3 PERMANENT DISABILITY

155  
156 During the term of this Agreement, the District will continue to provide the health and  
157 dental benefits of Section 4.1 for those unit members between the ages of fifty-five  
158 (55) and sixty-five (65) who have been employed by the District for at least fourteen  
159 (14) years and who are granted a permanent disability allowance under STRS or  
160 PERS.

161  
162 4.4 OPTIONAL PRE-RETIREMENT PROGRAM

163  
164 The District shall offer an optional pre-retirement reduced workload program to unit  
165 members in accordance with rules and regulations adopted by the Board of Trustees  
166 and the provisions of Education Code Sections 20815, 22713 and 87483.

167  
168 4.5 COMPUTER LOAN PURCHASES

169  
170 The District will provide to any regular monthly unit member an interest-free loan of  
171 up to four thousand dollars (\$4,000) for the purchase of computer  
172 equipment/software. The type of equipment and place of purchase is the choice of  
173 the unit member. Upon presentation of an invoice, the District will provide a check,  
174 payable to the vendor. Equal installments will be deducted from the unit member's  
175 regularly monthly salary check, during a period of up to a maximum of two years, to  
176 repay the loan.

177  
178 **ARTICLE 12**  
179 **THE SALARY SCHEDULES**

180  
181 12.0 The Salary Schedules for the Pasadena Area Community College District are  
182 contained in the Appendix.

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

186  
187 12.0.1 ~~**Effective July 1, 2019**~~**2022**, ~~**each cell of the Part-Time Credit Semester**~~  
188 ~~**Faculty, Part-Time Credit Intersession Faculty, Part-Time Credit Nonteaching**~~  
189 ~~**Faculty, and Part-Time Noncredit Faculty Salary Schedules shall be**~~  
190 ~~**increased by 34.5%.**~~

191  
192 ~~**Effective July 1, 2019**~~**2022**, ~~**each cell of the Contract Monthly Faculty,**~~  
193 ~~**Contract Monthly Intersession Faculty, Contract Monthly Nonteaching**~~  
194 ~~**Faculty; Contract Monthly Nonteaching Overload Faculty, and Contract**~~  
195 ~~**Monthly Overload Faculty shall be increased by 34.0%.**~~

196  
197 ~~**12.0.1a Retroactive to July 1, 2022, all full-time faculty salary schedules will**~~  
198 ~~**be increased by 12.0%.**~~

199  
200 ~~**12.0.2b Retroactive to July 1, 2022, all adjunct salary schedules will be**~~  
201 ~~**increased by 12.0% plus a 5% parity adjustment.**~~

202  
203 12.0.2 ~~**For 2020-2021**~~**2023-2024**, ~~**the parties agree that effective July 1, 2023**~~**0**, ~~**each**~~  
204 ~~**cell of all Academic Salary Schedules will be increased by 2% or the a**~~

205 ~~percentage equal to the~~ state-funded COLA for ~~2022-2023~~~~2020-2021~~  
206 received by the District, whichever is less.

207  
208 ~~12.0.2c Beginning July 1, 2023, all full-time faculty salary schedules will be~~  
209 ~~increased by COLA plus 2%.~~

210 ~~12.0.2c Beginning July 1, 2023, all adjunct salary schedules will be increased~~  
211 ~~by COLA plus 5% parity adjustment.~~

212  
213 12.0.3 For ~~2021-2022~~~~2024-2025~~, the parties agree that effective July 1, 2024, each  
214 cell of all Academic Salary Schedules will be increased by **2% or the a**  
215 ~~percentage equal to the~~ state-funded COLA for ~~2023-2024~~~~2020-2021~~  
216 received by the District, whichever is less.

217  
218 ~~12.0.2d Beginning July 1, 2024, all full-time faculty salary schedules will be~~  
219 ~~increased by COLA plus 2%.~~

220 ~~12.0.2d Beginning July 1, 2024, all adjunct salary schedules will be increased~~  
221 ~~by COLA plus 5% parity adjustment.~~

222  
223 12.1 THE CREDIT CONTRACT SCHEDULE (SCHEDULE A)

224  
225 12.1.1 Initial placement on the academic credit contract schedule recognizes, on a  
226 year-for-year basis, up to a maximum of fourteen (14) years, full-time  
227 equivalent District-approved experience and part-time teaching up to the  
228 equivalent of three (3) years full-time during the preceding five (5) years. Full-  
229 time, on-campus classified service will be recognized to the extent that  
230 placement on the academic salary schedule will not result in a monthly salary  
231 reduction. The designation of the class on the schedule is determined as  
232 follows:

233  
234 12.1.2 - Class A A California Community College Partial Fulfillment Credential

235  
236 12.1.3 - Class B Minimum Qualifications

237  
238 12.1.4 - Class C

- 239  
240 I. MA + 18 or BA + 54  
241 II. Eighteen (18) units beyond those required for the minimum  
242 qualifications, including an Associate of Arts Degree (or equivalent)

243  
244 12.1.5 - Class D

- 245  
246 I. MA + 36 or BA + 72  
247 II. Thirty-six (36) units beyond those required for the minimum  
248 qualifications, including a Bachelor's Degree

249  
250 12.1.6 - Class E

- 251  
252 I. MA + 54 or BA + 90  
253 II. Fifty-four (54) units beyond those required for minimum qualifications,  
254 including a Master's Degree

255

256 12.1.7 Doctoral Degree. Attainment of the doctoral degree from an accredited  
257 institution of higher education. The District shall be the final arbiter in  
258 assessing the qualifications of doctorates.

259  
260 12.1.8 The two categories within Classes C, D and E are as follows:  
261

- 262 a. Category I Open to faculty in subject matter areas in which a  
263 Bachelor's Degree or higher is offered;
- 264  
265 b. Category II Open only to faculty in the following areas in which no  
266 Bachelor's Degree is offered:

267  
268 Administration of Justice  
269 Advertising/Graphic Design  
270 Automotive Technology  
271 Building Construction  
272 Business Information Technology  
273 Computer Information Systems  
274 Cosmetology and Barbering  
275 Dental Assisting  
276 Dental Hygiene  
277 Dental Laboratory Technology  
278 Drafting – Mechanical Drafting  
279 Electrical Technology  
280 Electronics Technology  
281 Emergency Medical Technology  
282 Environmental Technology Fashion  
283 Fire Technology  
284 Food Services  
285 Legal Assisting  
286 Machine Shop Technology  
287 Medical Assisting  
288 Photographic Technology/  
289 Commercial Photography  
290 Printing Technology  
291 Radiologic Technology  
292 Sign Art Telecommunications  
293 Vocational Nursing  
294 Welding  
295

296 12.2 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)  
297

298 The noncredit contract schedule initial step placement will be no higher than the  
299 seventh (7th) step and is based on experience beyond that required for the  
300 credential.

301  
302 12.3 ANNUAL CONTRACT SALARIES  
303

304 12.3.1 The annual contract salaries shall be determined in the following manner:  
305

306 12.3.2 Determine the employee's classification and step on the basic tenthly

307 payment salary schedule (Classes A through Doctor's Degree, Steps 1  
308 through 33);  
309  
310 12.3.3 Multiply this product by the appropriate responsibility ratio;  
311  
312 12.3.4 Multiply this product by the number of months specified in the time  
313 assignment for the position to determine the annual salary.  
314  
315 12.4 ADVANCEMENT ON THE CONTRACT SCHEDULES  
316  
317 12.4.1 Vertical advancement on the salary schedules occurs only if the service has  
318 been rendered for at least three-fourths of the academic year in the case of  
319 those on contract. Step or class changes occur July 1 following official  
320 certification of completion of the degree(s) or unit(s). Advancement for  
321 completion of a master's degree or a doctor's degree will be granted in the  
322 month following notification of the completion of the degree requirements.  
323  
324 12.4.2 Class and step changes are granted contingent on satisfactory performance  
325 as evidenced by a current satisfactory evaluation.  
326  
327 12.5 ADVANCEMENT ON THE HOURLY SCHEDULE  
328  
329 12.5.1 For the purposes of hourly compensation, regular and contract unit members  
330 who had been placed on an hourly schedule prior to employment as a regular  
331 or contract unit member will continue to be paid on the hourly schedule until  
332 such time as the overload rate on Schedule A is equal to or greater than the  
333 rate of the hourly schedule. Such members are not eligible to advance on the  
334 hourly schedule. Vertical advancement on the hourly schedules for eligible  
335 unit members occurs when a unit member has:  
336  
337 a. Advanced to a step on the Annual Contract Schedule that is higher  
338 than the current placement on the appropriate hourly schedule, or  
339  
340 b. For the Credit Hourly Schedule B taught at least 150 hours in the  
341 credit program since the initial placement or the last step placement,  
342 or  
343  
344 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours  
345 in the credit program since initial placement or the last step  
346 placement, or  
347  
348 d. For Noncredit Hourly Schedule D taught at least 400 hours in the  
349 noncredit program since initial placement or the last step placement.  
350  
351 12.5.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will  
352 carry over into the next step accumulation.  
353  
354 12.6 APPLICATION FOR ADVANCEMENT  
355  
356 12.6.1 To qualify for a higher salary classification **for the subsequent academic**  
357 **year**, an academic employee must present the form "Application for Salary

358 Change;” ~~in duplicate~~, to the Office of Human Resources by June 30.

359  
360 All work designated on the application form must be verified by grade slips  
361 or official transcripts received in the Office of Human Resources. The  
362 decision for disapproval of a step or class change is the responsibility of the  
363 Vice President for Instruction.  
364

365 12.6.2 Acceptable Study. Upper division or graduate units from an accredited  
366 college or university are acceptable for advancement on the salary schedule  
367 provided that the course is not a repeat and is related to the current  
368 assignment or represents a reasonable objective for future local  
369 employment.  
370

371 12.6.2.1 District and Association agree that unit members will be moved to  
372 the appropriate place on the doctoral column of the salary schedule  
373 when they have attained a doctoral degree from an accredited  
374 institution of higher education.  
375

376 12.6.2.2 Community college courses are allowed if they are approved in  
377 advance by the Vice President for Instruction as part of a planned  
378 program of at least twelve (12) units, including upper division and/or  
379 graduate work. Miscellaneous community college courses, not in an  
380 approved plan, may be allowed if appropriate under Section  
381 12.6.3.c. This course work must be directly related to a teaching  
382 assignment and not a repetition of previous work. Courses that are  
383 audited are not allowed.  
384

385 12.6.3 Equivalent Credit. In lieu of formal academic units and after initial  
386 employment, it is possible to earn a maximum of eighteen (18) equivalent  
387 units. ~~provided n~~Not more than nine (9) may be used at any one time to  
388 change from one class to the next higher one. These eighteen (18) units may  
389 be earned in three major categories with no more than six (6) units in any one  
390 category.  
391

392 a. One year of successful non-teaching work experience (may be  
393 cumulative) related to the current assignment (2 months equals 1  
394 unit); and  
395

396 b. Travel which is specifically related to improving the employee’s  
397 service (2 weeks equals 1 unit); and  
398

399 c. Professional service (one unit for 9 weeks) supervising a cadet  
400 teacher; publication (one unit for an article of 500 words or more in a  
401 recognized professional magazine, six units for the publication of a  
402 book, 200 pages or more); major leadership in local, state, or national  
403 professional organizations (two units for president, one unit for other  
404 offices); public performance (limit of one unit per year for concerts or  
405 art exhibits); community college courses, noncredit adult classes, and  
406 approved in- service seminars, provided that the content is  
407 appropriate to the current or possible future assignments at the  
408 College. In computing courses fifteen (15) hours of class time equals



409 one unit. Summer workshops and child study courses not taken for  
410 university credit may be used for credit in this category. Courses  
411 which are audited are not acceptable.  
412

## 413 12.7 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES 414

415 12.7.1 Pay Days. Salary payments for monthly bargaining unit members shall be  
416 made on or before the fifth work day after the close of the calendar months  
417 for which payment is due except as otherwise indicated below.  
418

419 12.7.1.1 The District will extend to full-time faculty the option of receiving their  
420 annual contract salary paid over twelve (12) months.  
421

422 12.7.1.2 Any request to change from a ten month to a twelve month salary  
423 schedule must be received in the Fiscal Services office by the last  
424 working day in May of any academic year.  
425

426 12.7.1.3 In the event of separation of service from the District, if a unit  
427 member receives salary payment beyond the earned amount, as  
428 determined by the Education Code adjustment process, the unit  
429 member will make a reimbursement within thirty (30) days of notice  
430 and/or the unit member's final compensation will be appropriately  
431 adjusted.  
432

433 12.7.2 Deduction for Unpaid Absence. Deduction for personal (unpaid) absence,  
434 whether because of unpaid leave or employment after the first work day of a  
435 month or separation from service before the last work day of a month shall be  
436 made on the basis of a per diem rate for all persons employed at a monthly  
437 salaried rate. Pursuant to Education Code Section 87815, the per diem rate  
438 shall be computed fractionally at one divided by the number of work days  
439 normal for the employee's contractual services.  
440

441 12.7.3 Retirees. Contract and regular unit members who retire are eligible for rehire  
442 but are not guaranteed employment. Retirees who are offered employment  
443 will be compensated at the appropriate part-time salary schedule based on  
444 their step and column placement on Schedule A at the time of retirement.  
445

## 446 12.8 OVERLOAD HOURLY SALARY SCHEDULE 447

448 12.8.1 Teaching Faculty. The hourly schedule for teaching faculty, including the  
449 overload differential, can be found in Schedules B-1 and D.  
450

451 12.8.2 Non-teaching Faculty. An amount equal to four percent (4%) of the hourly  
452 rate of any non-teaching academic employee will be added to the hourly rate  
453 of such employee, when hourly work is performed on any regular assigned  
454 monthly paid work day(s). For the purposes of this section, hourly service in a  
455 week which exceeds normal full-time service will be entitled to the four  
456 percent (4%) differential, except that in no case will hourly teaching  
457 assignments be entitled to the four percent (4%) teaching differential during  
458 summer intersessions.  
459

460 12.9 Faculty Supervising Internship Courses

461

462 12.9.1 Faculty supervising for internship courses shall be compensated \$100.00 for  
463 each student who completes the course requirements, up to 20 students.

464

465 12.9.2 Faculty supervising internship courses shall receive the \$100.00  
466 compensation-per- student based upon the completion of:

467

1. A minimum of four meetings with the student;

468

2. A minimum of one meeting with the employer or placement agency  
470 regarding student progress;

469

471

472

3. All student course work/requirements including, but not limited to:

473

474

a. Student Learning Objectives,

475

b. Final project, paper or journal,

476

c. Signed Faculty Advisor Record,

477

d. Signed time sheet from Employer (completing the required  
478 hours for the units earned),

479

e. Signed evaluation sheet completed by the employer

480

481

4. A final grade submission

482

483

484 12.9.3 Faculty supervising an internship course shall be limited to no more than 20  
485 students enrolled in a designated internship course. Additional students may  
486 be added only with permission of the Division Dean and the appropriate Vice  
487 President or designee.

488

489

490 Signed and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

491

492 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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