

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51

**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
October 19, 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 per person, per issue, per year, and is available to all District

- employees and their eligible dependents; or
Lincoln Employee Connect EAP, which offers up to five (5)
free counseling visits per person, per issue, per year, and is
available to full-time benefit eligible employees 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.

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 4.4~~6~~ (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

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

~~**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.**~~

103
104 ~~**b. The District shall contribute an amount equal to the single party**~~
105 ~~**Kaiser Health Maintenance Plan premium. In lieu of the Kaiser plan,**~~
106 ~~**eligible employees may elect a composite dental or vision plan.**~~
107 ~~**Employees who lose non-District-provided coverage as a result of**~~
108 ~~**divorce or death of a spouse shall be allowed to change their election;**~~
109 ~~**otherwise changes to election of Kaiser or dental or vision plans are**~~
110 ~~**limited to the open enrollment period.**~~

111
112 ~~**c. If a part-time faculty elects the Kaiser medical insurance, he/she may**~~
113 ~~**purchase at his/her cost, coverage for dependents, the composite**~~
114 ~~**dental, and/or vision insurance plan.**~~

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

118
119 ~~**e. All premiums paid by any faculty for the purpose of purchasing health**~~
120 ~~**insurance shall be pre-tax.**~~

121
122 ~~**f. In the event that during the college year a covered employee's load**~~
123 ~~**drops below the number of hours stated above but is at least three**~~
124 ~~**hours per week during that semester, the employee's coverage shall**~~
125 ~~**continue through that college year, except in cases where the**~~
126 ~~**employee requests the reduction in load.**~~

127
128 ~~**g. Effective with the fall 2022 semester, once a part-time faculty member**~~
129 ~~**becomes eligible for health benefits as set forth above if the part-time**~~
130 ~~**faculty member falls below the required 5 hours (except when a**~~
131 ~~**reduction in hours is voluntarily requested by the faculty member)**~~
132 ~~**he/she shall retain eligibility for at least two semesters.**~~

133
134 ~~**h. This benefit does not apply to full-time employees of the District who**~~
135 ~~**teach overload classes.**~~

136 137 4.2 RETIREE BENEFITS (Full-Time Employees)

138
139 4.2.1 The District will provide paid health and dental plans, up to the amounts
140 specified in Section 4.1 above, for retirees age fifty-five (55) to sixty-five (65),
141 and their eligible dependents, who have received these plans and in their last
142 full year of employment when:

- 143
144 a. The current member is eligible to retire under the provisions of the
145 State Teachers Retirement System; and
146
147 b. The unit member has had at least fourteen (14) years of service with
148 the District. In order to continue to be eligible for this benefit the unit
149 member must not be employed in an organization in which the
150 employee is required to contribute a portion of his/her salary to a
151 retirement plan associated with STRS or PERS in the state of
152 California.
153

154 4.2.2 The coverage provided under 4.2.1 will continue through the month the
155 retiree reaches age sixty-five (65).
156

157 4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have
158 attained the age of sixty-five (65), the District will pay \$1440 annually,
159 intended to help cover the cost of Medicare supplementary insurance.
160

161 4.2.4 Those retirees who meet all the requirements of 4.2.1 except for the fourteen
162 (14) years of service with the District and those retirees who have reached
163 age sixty-five (65) may elect to retain group coverage under the health plans
164 by paying the monthly premiums to the District. This provision is subject to
165 the terms of the contract between the District and the plan carrier.
166

167 4.3 PERMANENT DISABILITY

168
169 During the term of this Agreement, the District will continue to provide the health and
170 dental benefits of Section 4.1 for those unit members between the ages of fifty-five
171 (55) and sixty-five (65) who have been employed by the District for at least fourteen
172 (14) years and who are granted a permanent disability allowance under STRS or
173 PERS.
174

175 4.4 OPTIONAL PRE-RETIREMENT PROGRAM

176
177 The District shall offer an optional pre-retirement reduced workload program to unit
178 members in accordance with rules and regulations adopted by the Board of Trustees
179 and the provisions of Education Code Sections 20815, 22713 and 87483.
180

181 4.5 COMPUTER LOAN PURCHASES

182
183 The District will provide to any regular monthly unit member an interest-free loan of
184 up to four thousand dollars (\$4,000) for the purchase of computer
185 equipment/software. The type of equipment and place of purchase is the choice of
186 the unit member. Upon presentation of an invoice, the District will provide a check,
187 payable to the vendor. Equal installments will be deducted from the unit member's
188 regularly monthly salary check, during a period of up to a maximum of two years, to
189 repay the loan.
190

191 ARTICLE 12 192 THE SALARY SCHEDULES

193
194 12.0 The Salary Schedules for the Pasadena Area Community College District are
195 contained in the Appendix.

196 ~~***Retroactive to July 1, 2022, the adjunct non-credit faculty salary schedules will***~~
197 ~~***be eliminated. All adjunct faculty will be paid from the adjunct credit semester***~~
198 ~~***faculty salary schedule and adjunct credit intersession faculty salary schedule.***~~
199

200 12.0.1 Effective July 1, ~~2019~~2022, each cell of the Part-Time Credit Semester
201 Faculty, Part-Time Credit Intersession Faculty, Part-Time Credit Nonteaching
202 Faculty, and Part-Time Noncredit Faculty Salary Schedules shall be
203 increased by ~~3~~.5.0%.
204

205 Effective July 1, ~~2019~~2022, each cell of the Contract Monthly Faculty,
206 Contract Monthly Intersession Faculty, Contract Monthly Nonteaching
207 Faculty; Contract Monthly Nonteaching Overload Faculty, and Contract
208 Monthly Overload Faculty shall be increased by ~~3-5.0%~~.

209
210 ~~12.0.1a~~ **Retroactive to July 1, 2022, all full-time faculty salary schedules will**
211 **be increased by 12.0%.**

212
213 ~~12.0.2b~~ **Retroactive to July 1, 2022, all adjunct salary schedules will be**
214 **increased by 12.0% plus a 5% parity adjustment.**

215
216 12.0.2e For ~~2020-2021~~**2023-2024**, the parties agree that effective July 1, 2023~~0~~,
217 each cell of all Academic Salary Schedules will be increased by **2% or the a**
218 **percentage equal to the** state-funded COLA for ~~2022-2023~~**2020-2021**
219 received by the District, **whichever is lessgreater.**

220
221 ~~12.0.2c~~ **Beginning July 1, 2023, all adjunct salary schedules will be increased**
222 **by COLA or 2% whichever is greater plus 5% parity adjustment.**

223
224 12.0.3 For ~~2021-2022~~**2024-2025**, the parties agree that effective July 1, 2024~~1~~, each
225 cell of all Academic Salary Schedules will be increased by **2% or the a**
226 **percentage equal to the** state-funded COLA for ~~2023-2024~~**2020-2021**
227 received by the District, **whichever is lessgreater.**

228
229 ~~12.0.2d~~ **Beginning July 1, 2024, all adjunct salary schedules will be increased**
230 **by COLA or 2% whichever is greater plus 5% parity adjustment.**

231
232 12.1 THE CREDIT CONTRACT SCHEDULE (SCHEDULE A)

233
234 12.1.1 Initial placement on the academic credit contract schedule recognizes, on a
235 year-for-year basis, up to a maximum of fourteen (14) years, full-time
236 equivalent District-approved experience and part-time teaching up to the
237 equivalent of three (3) years full-time during the preceding five (5) years. Full-
238 time, on-campus classified service will be recognized to the extent that
239 placement on the academic salary schedule will not result in a monthly salary
240 reduction. The designation of the class on the schedule is determined as
241 follows:

242
243 12.1.2 - Class A A California Community College Partial Fulfillment Credential

244
245 12.1.3 - Class B Minimum Qualifications

246
247 12.1.4 - Class C

- 248
249 I. MA + 18 or BA + 54
250 II. Eighteen (18) units beyond those required for the minimum
251 qualifications, including an Associate of Arts Degree (or equivalent)

252
253 12.1.5 - Class D

- 254
255 I. MA + 36 or BA +72

256 II. Thirty-six (36) units beyond those required for the minimum
257 qualifications, including a Bachelor's Degree
258

259 12.1.6 - Class E
260

261 I. MA + 54 or BA + 90

262 II. Fifty-four (54) units beyond those required for minimum qualifications,
263 including a Master's Degree
264

265 12.1.7 Doctoral Degree. Attainment of the doctoral degree from an accredited
266 institution of higher education. The District shall be the final arbiter in
267 assessing the qualifications of doctorates.
268

269 12.1.8 The two categories within Classes C, D and E are as follows:
270

271 a. Category I Open to faculty in subject matter areas in which a
272 Bachelor's Degree or higher is offered;
273

274 b. Category II Open only to faculty in the following areas in which no
275 Bachelor's Degree is offered:
276

277 Administration of Justice
278 Advertising/Graphic Design
279 Automotive Technology
280 Building Construction
281 Business Information Technology
282 Computer Information Systems
283 Cosmetology and Barbering
284 Dental Assisting
285 Dental Hygiene
286 Dental Laboratory Technology
287 Drafting – Mechanical Drafting
288 Electrical Technology
289 Electronics Technology
290 Emergency Medical Technology
291 Environmental Technology Fashion
292 Fire Technology
293 Food Services
294 Legal Assisting
295 Machine Shop Technology
296 Medical Assisting
297 Photographic Technology/
298 Commercial Photography
299 Printing Technology
300 Radiologic Technology
301 Sign Art Telecommunications
302 Vocational Nursing
303 Welding
304

305 12.2 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)
306

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

310
311 12.3 ANNUAL CONTRACT SALARIES
312

313 12.3.1 The annual contract salaries shall be determined in the following manner:

314
315 12.3.2 Determine the employee's classification and step on the basic tenthsly
316 payment salary schedule (Classes A through Doctor's Degree, Steps 1
317 through 33);

318
319 12.3.3 Multiply this product by the appropriate responsibility ratio;

320
321 12.3.4 Multiply this product by the number of months specified in the time
322 assignment for the position to determine the annual salary.

323
324 12.4 ADVANCEMENT ON THE CONTRACT SCHEDULES
325

326 12.4.1 Vertical advancement on the salary schedules occurs only if the service has
327 been rendered for at least three-fourths of the academic year in the case of
328 those on contract. Step or class changes occur July 1 following official
329 certification of completion of the degree(s) or unit(s). Advancement for
330 completion of a master's degree or a doctor's degree will be granted in the
331 month following notification of the completion of the degree requirements.

332
333 12.4.2 Class and step changes are granted contingent on satisfactory performance
334 as evidenced by a current satisfactory evaluation.

335
336 12.5 ADVANCEMENT ON THE HOURLY SCHEDULE
337

338 12.5.1 For the purposes of hourly compensation, regular and contract unit members
339 who had been placed on an hourly schedule prior to employment as a regular
340 or contract unit member will continue to be paid on the hourly schedule until
341 such time as the overload rate on Schedule A is equal to or greater than the
342 rate of the hourly schedule. Such members are not eligible to advance on the
343 hourly schedule. Vertical advancement on the hourly schedules for eligible
344 unit members occurs when a unit member has:

345
346 a. Advanced to a step on the Annual Contract Schedule that is higher
347 than the current placement on the appropriate hourly schedule, or

348
349 b. For the Credit Hourly Schedule B taught at least 150 hours in the
350 credit program since the initial placement or the last step placement,
351 or

352
353 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours
354 in the credit program since initial placement or the last step
355 placement, or

356
357 d. For Noncredit Hourly Schedule D taught at least 400 hours in the

358 noncredit program since initial placement or the last step placement.

359

360 12.5.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will
361 carry over into the next step accumulation.

362

363 12.6 APPLICATION FOR ADVANCEMENT

364

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

369

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

374

375 12.6.2 Acceptable Study. Upper division or graduate units from an accredited
376 college or university are acceptable for advancement on the salary schedule
377 provided that the course is not a repeat and is related to the current
378 assignment or represents a reasonable objective for future local
379 employment.

380

381 12.6.2.1 District and Association agree that unit members will be moved to
382 the appropriate place on the doctoral column of the salary schedule
383 when they have attained a doctoral degree from an accredited
384 institution of higher education.

385

386 12.6.2.2 Community college courses are allowed if they are approved in
387 advance by the Vice President for Instruction as part of a planned
388 program of at least twelve (12) units, including upper division and/or
389 graduate work. Miscellaneous community college courses, not in an
390 approved plan, may be allowed if appropriate under Section
391 12.6.3.c. This course work must be directly related to a teaching
392 assignment and not a repetition of previous work. Courses that are
393 audited are not allowed.

394

395 12.6.3 Equivalent Credit. In lieu of formal academic units and after initial
396 employment, it is possible to earn a maximum of eighteen (18) equivalent
397 units. ~~provided n~~Not more than nine (9) may be used at any one time to
398 change from one class to the next higher one. These eighteen (18) units may
399 be earned in three major categories with no more than six (6) units in any one
400 category.

401

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

405

406 b. Travel which is specifically related to improving the employee's
407 service (2 weeks equals 1 unit); and

408

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

423 12.7 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES 424

425 12.7.1 Pay Days. Salary payments for monthly bargaining unit members shall be
426 made on or before the fifth work day after the close of the calendar months
427 for which payment is due except as otherwise indicated below.
428

429 12.7.1.1 The District will extend to full-time faculty the option of receiving their
430 annual contract salary paid over twelve (12) months.
431

432 12.7.1.2 Any request to change from a ten month to a twelve month salary
433 schedule must be received in the Fiscal Services office by the last
434 working day in May of any academic year.
435

436 12.7.1.3 In the event of separation of service from the District, if a unit
437 member receives salary payment beyond the earned amount, as
438 determined by the Education Code adjustment process, the unit
439 member will make a reimbursement within thirty (30) days of notice
440 and/or the unit member's final compensation will be appropriately
441 adjusted.
442

443 12.7.2 Deduction for Unpaid Absence. Deduction for personal (unpaid) absence,
444 whether because of unpaid leave or employment after the first work day of a
445 month or separation from service before the last work day of a month shall be
446 made on the basis of a per diem rate for all persons employed at a monthly
447 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
448 shall be computed fractionally at one divided by the number of work days
449 normal for the employee's contractual services.
450

451 12.7.3 Retirees. Contract and regular unit members who retire are eligible for rehire
452 but are not guaranteed employment. Retirees who are offered employment
453 will be compensated at the appropriate part-time salary schedule based on
454 their step and column placement on Schedule A at the time of retirement.
455

456 12.8 OVERLOAD HOURLY SALARY SCHEDULE 457

458 12.8.1 Teaching Faculty. The hourly schedule for teaching faculty, including the
459 overload differential, can be found in Schedules B-1 and D.

460
461
462
463
464
465
466
467
468
469
470
471
472
473
474
475
476
477
478
479
480
481
482
483
484
485
486
487
488
489
490
491
492
493
494
495
496
497
498
499
500
501
502
503
504
505
506
507
508
509
510

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

12.9 Faculty Supervising Internship Courses

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

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

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

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

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

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

