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**REVISED PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
February 2, 2023**

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**

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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 4.46 (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~~Part-Time Faculty Health Insurance

4.1.4.1 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 greater than or equal to 40% of the minimum full-time teaching assignment shall be eligible to receiveenroll in single coverage Kaiser medical insurance. Eligibility determination is done semester-by-semester for Fall and Spring terms only. Part-time employees who qualify in the Spring Semester shall be eligible for benefits in the subsequent summer session. Part-time employees

103 who qualify in the Fall Semester shall be eligible for benefits in the
104 subsequent winter session. Coverage will begin on the first day of
105 the month following the beginning of the semester (fall or spring).

106
107 **4.1.4.2 The District shall contribute an amount equal to 70% of the single**
108 **party Kaiser Health Maintenance Organization (HMO) pPlan premium**
109 **with the employee contributing 30% of the single party Kaiser HMO**
110 **plan premium.**

111
112 In lieu of the Kaiser plan, eligible employees may elect a composite
113 dental and/or vision plan up to the cost of the District's medical
114 contribution. Employees who lose non-District-provided coverage as
115 a result of divorce or death of a spouse shall be allowed to change
116 their election; otherwise changes to election of Kaiser or dental or
117 vision plans are limited to the open enrollment period.

118
119 **4.1.4.3 If a pPart-time faculty who elects the Kaiser medical-HMO insurance,**
120 **he/she may purchase at his/her their own cost, Kaiser coverage for**
121 **dependents, in the composite dental insurance, and/or vision**
122 **insurance plan. If a part-time faculty elects the composite dental or**
123 **vision plan in lieu of the Kaiser plan, he/she may purchase at his/her**
124 **cost, coverage for the plan not covered by the District's contribution.**

125
126 **4.1.4.4 All premiums paid by any faculty via payroll deductions for the**
127 **purpose of purchasing health insurance shall be pre-tax.**

128
129 **4.1.4.5 In the event that during the assignment load drops below 40% of the**
130 **minimum full-time teaching assignment at any point in the term, or**
131 **the employee fails to make the required contribution in excess of their**
132 **payroll deduction, their coverage will end effective the first day of the**
133 **next month college year a covered employee's load drops below the**
134 **number of hours stated above but is at least three hours per week**
135 **during that semester, the employee's coverage shall continue**
136 **through that college year, except in cases where the employee**
137 **requests the reduction in load. Effective with the fall 2022 semester,**
138 **once a part-time faculty member becomes eligible for health benefits**
139 **as set forth above if the part-time faculty member falls below the**
140 **required 5 hours (except when a reduction in hours is voluntarily**
141 **requested by the faculty member) he/she shall retain eligibility for at**
142 **least two semesters. This benefit does not apply to full time**
143 **employees of the District who teach overload classes.**

144 **[Based off of PCCFA proposal submitted June 16, 2022.]**

145
146 **The District and Association agree to reopen Article 4 within 14 days after**
147 **guidance is received from the California Community College Chancellor's**
148 **Office regarding part-time benefits.**

149
150 **4.2 RETIREE BENEFITS (Full-Time Employees)**

151
152 **4.2.1 The District will provide paid health and dental plans, up to the amounts**
153 **specified in Section 4.1 above, for retirees age fifty-five (55) to sixty-five (65),**

154 and their eligible dependents, who have received these plans and in their last
155 full year of employment when:

- 156
- 157 a. The current member is eligible to retire under the provisions of the
158 State Teachers Retirement System; and
- 159
- 160 b. The unit member has had at least fourteen (14) years of service with
161 the District. In order to continue to be eligible for this benefit the unit
162 member must not be employed in an organization in which the
163 employee is required to contribute a portion of his/her salary to a
164 retirement plan associated with STRS or PERS in the state of
165 California.
- 166

167 4.2.2 The coverage provided under 4.2.1 will continue through the month the
168 retiree reaches age sixty-five (65).
169

170 4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have
171 attained the age of sixty-five (65) **shall apply for and enroll in Medicare**
172 **Parts A and B. Upon satisfying these conditions and submitting proof**
173 **annually of Medicare B enrollment (such as a copy of their Social**
174 **Security statement denoting the Medicare Part B premium deduction).**
175 the District will pay **the standard Medicare Part B premium rate not to**
176 **exceed \$1440-\$1,900** annually, intended to help cover the cost of Medicare
177 supplementary insurance. **This amount will be based on the standard**
178 **Medicare Part B premium rate annualized for the benefit year in which it**
179 **is paid.**
180

181 4.2.4 Those retirees who meet all the requirements of 4.2.1 except for the fourteen
182 (14) years of service with the District and those retirees who have reached
183 age sixty-five (65) may elect to retain group coverage under the health plans
184 by paying the monthly premiums to the District. This provision is subject to
185 the terms of the contract between the District and the plan carrier.
186

187 4.3 PERMANENT DISABILITY
188

189 During the term of this Agreement, the District will continue to provide the health and
190 dental benefits of Section 4.1 for those unit members between the ages of fifty-five
191 (55) and sixty-five (65) who have been employed by the District for at least fourteen
192 (14) years and who are granted a permanent disability allowance under STRS or
193 PERS.
194

195 4.4 OPTIONAL PRE-RETIREMENT PROGRAM
196

197 The District shall offer an optional pre-retirement reduced workload program to unit
198 members in accordance with rules and regulations adopted by the Board of Trustees
199 and the provisions of Education Code Sections 20815, 22713 and 87483.
200

201 4.5 COMPUTER LOAN PURCHASES
202

203 The District will provide to any regular monthly unit member an interest-free loan of
204 up to four thousand dollars (\$4,000) for the purchase of computer

205 equipment/software. The type of equipment and place of purchase is the choice of
206 the unit member. Upon presentation of an invoice, the District will provide a check,
207 payable to the vendor. Equal installments will be deducted from the unit member's
208 regularly monthly salary check, during a period of up to a maximum of two years, to
209 repay the loan.

211 **ARTICLE 12**
212 **THE SALARY SCHEDULES**

213
214 12.0 The Salary Schedules for the Pasadena Area Community College District are
215 contained in the Appendix.

216
217 12.0.1 Effective July 1, ~~2019~~2022, each cell of the Part-Time Credit Semester
218 Faculty, Part-Time Credit Intersession Faculty, Part-Time Credit Nonteaching
219 Faculty, and Part-Time Noncredit Faculty Salary Schedules shall be
220 increased by ~~3.5~~6.0%. In addition, each part-time faculty member
221 shall receive an
222 additional off-schedule payment in an amount equal to 2%.

223
224
225 Effective July 1, ~~2019~~2022, each cell of the Contract Monthly Faculty,
226 Contract Monthly Intersession Faculty, Contract Monthly Nonteaching
227 Faculty; Contract Monthly Nonteaching Overload Faculty, and Contract
228 Monthly Overload Faculty shall be increased by ~~3.0~~5.5%. In addition, each
229 full-time faculty member shall receive an additional off-schedule
230 payment in an amount equal to 2% of the unit member's base salary.

231
232 12.0.1a ~~Retroactive to July 1, 2022, all full-time faculty salary schedules will~~
233 ~~be increased by 9%. In addition, each full-time faculty member shall~~
234 ~~receive an additional off-schedule payment in an amount equal to 5%~~
235 ~~of the unit member's base salary.~~

236
237 12.0.2b ~~Retroactive to July 1, 2022, all adjunct salary schedules will be~~
238 ~~increased by 9% plus a 5% parity adjustment.~~

239
240 12.0.2 For ~~2020-2021~~2023-2024, the parties agree that effective July 1, 2023, each
241 cell of all Academic Salary Schedules will be increased by ~~2.5~~3.0% or the a
242 ~~percentage equal to the~~ state-funded COLA for ~~2022-2023-2024~~2020-2021
243 received by the District, ~~whichever is less~~greater.

244 12.0.2c ~~Beginning July 1, 2024, all adjunct salary schedules will be increased~~
245 ~~by COLA or 2.5% whichever is greater plus 5% parity adjustment.~~

246
247 12.0.3 For ~~2021-2022~~2024-2025, the parties agree to reopen Articles 4 and 12
248 that effective July 1, 2024, each cell of all Academic Salary Schedules
249 will be increased by 2.5% or the a percentage equal to the state-funded
250 COLA for ~~2024-2025~~2020-2021 received by the District, whichever is
251 greater.

252 12.0.2d ~~Beginning July 1, 2025, all adjunct salary schedules will be increased~~
253 ~~by COLA or 2.5% whichever is greater plus 5% parity adjustment.~~

254
255 12.1 THE CREDIT CONTRACT SCHEDULE (SCHEDULE A)

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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:

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

- 307 Dental Assisting
- 308 Dental Hygiene
- 309 Dental Laboratory Technology
- 310 Drafting – Mechanical Drafting
- 311 Electrical Technology
- 312 Electronics Technology
- 313 Emergency Medical Technology
- 314 Environmental Technology Fashion
- 315 Fire Technology
- 316 Food Services
- 317 Legal Assisting
- 318 Machine Shop Technology
- 319 Medical Assisting
- 320 Photographic Technology/
- 321 Commercial Photography
- 322 Printing Technology
- 323 Radiologic Technology
- 324 Sign Art Telecommunications
- 325 Vocational Nursing
- 326 Welding

327

328 12.2 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)

329

330 The noncredit contract schedule initial step placement will be no higher than the

331 seventh (7th) step and is based on experience beyond that required for the

332 credential.

333

334 12.3 ANNUAL CONTRACT SALARIES

335

336 12.3.1 The annual contract salaries shall be determined in the following manner:

337

338 12.3.2 Determine the employee's classification and step on the basic tenthsly

339 payment salary schedule (Classes A through Doctor's Degree, Steps 1

340 through 33);

341

342 12.3.3 Multiply this product by the appropriate responsibility ratio;

343

344 12.3.4 Multiply this product by the number of months specified in the time

345 assignment for the position to determine the annual salary.

346

347 12.4 ADVANCEMENT ON THE CONTRACT SCHEDULES

348

349 12.4.1 Vertical advancement on the salary schedules occurs only if the service has

350 been rendered for at least three-fourths of the academic year in the case of

351 those on contract. Step or class changes occur July 1 following official

352 certification of completion of the degree(s) or unit(s). Advancement for

353 completion of a master's degree or a doctor's degree will be granted in the

354 month following notification of the completion of the degree requirements.

355

356 12.4.2 Class and step changes are granted contingent on satisfactory performance

357 as evidenced by a current satisfactory evaluation.

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12.5 ADVANCEMENT ON THE HOURLY SCHEDULE

12.5.1 For the purposes of hourly compensation, regular and contract unit members who had been placed on an hourly schedule prior to employment as a regular or contract unit member will continue to be paid on the hourly schedule until such time as the overload rate on Schedule A is equal to or greater than the rate of the hourly schedule. Such members are not eligible to advance on the 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 Change_i" **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.

409 12.6.2.2 Community college courses are allowed if they are approved in
410 advance by the Vice President for Instruction as part of a planned
411 program of at least twelve (12) units, including upper division and/or
412 graduate work. Miscellaneous community college courses, not in an
413 approved plan, may be allowed if appropriate under Section
414 12.6.3.c. This course work must be directly related to a teaching
415 assignment and not a repetition of previous work. Courses that are
416 audited are not allowed.

417
418 12.6.3 Equivalent Credit. In lieu of formal academic units and after initial
419 employment, it is possible to earn a maximum of eighteen (18) equivalent
420 units. ~~provided n~~Not more than nine (9) may be used at any one time to
421 change from one class to the next higher one. These eighteen (18) units may
422 be earned in three major categories with no more than six (6) units in any one
423 category.

- 424
425 a. One year of successful non-teaching work experience (may be
426 cumulative) related to the current assignment (2 months equals 1
427 unit); and
- 428
429 b. Travel which is specifically related to improving the employee's
430 service (2 weeks equals 1 unit); and
- 431
432 c. Professional service (one unit for 9 weeks) supervising a cadet
433 teacher; publication (one unit for an article of 500 words or more in a
434 recognized professional magazine, six units for the publication of a
435 book, 200 pages or more); major leadership in local, state, or national
436 professional organizations (two units for president, one unit for other
437 offices); public performance (limit of one unit per year for concerts or
438 art exhibits); community college courses, noncredit adult classes, and
439 approved in- service seminars, provided that the content is
440 appropriate to the current or possible future assignments at the
441 College. In computing courses fifteen (15) hours of class time equals
442 one unit. Summer workshops and child study courses not taken for
443 university credit may be used for credit in this category. Courses
444 which are audited are not acceptable.

445
446 12.7 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES

447
448 12.7.1 Pay Days. Salary payments for monthly bargaining unit members shall be
449 made on or before the fifth work day after the close of the calendar months
450 for which payment is due except as otherwise indicated below.

451
452 12.7.1.1 The District will extend to full-time faculty the option of receiving their
453 annual contract salary paid over twelve (12) months.

454
455 12.7.1.2 Any request to change from a ten month to a twelve month salary
456 schedule must be received in the Fiscal Services office by the last
457 working day in May of any academic year.

458
459 12.7.1.3 In the event of separation of service from the District, if a unit

460 member receives salary payment beyond the earned amount, as
461 determined by the Education Code adjustment process, the unit
462 member will make a reimbursement within thirty (30) days of notice
463 and/or the unit member's final compensation will be appropriately
464 adjusted.
465

466 12.7.2 Deduction for Unpaid Absence. Deduction for personal (unpaid) absence,
467 whether because of unpaid leave or employment after the first work day of a
468 month or separation from service before the last work day of a month shall be
469 made on the basis of a per diem rate for all persons employed at a monthly
470 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
471 shall be computed fractionally at one divided by the number of work days
472 normal for the employee's contractual services.
473

474 12.7.3 Retirees. Contract and regular unit members who retire are eligible for rehire
475 but are not guaranteed employment. Retirees who are offered employment
476 will be compensated at the appropriate part-time salary schedule based on
477 their step and column placement on Schedule A at the time of retirement.
478

479 12.8 OVERLOAD HOURLY SALARY SCHEDULE

480
481 12.8.1 Teaching Faculty. The hourly schedule for teaching faculty, including the
482 overload differential, can be found in Schedules B-1 and D.
483

484 12.8.2 Non-teaching Faculty. An amount equal to four percent (4%) of the hourly
485 rate of any non-teaching academic employee will be added to the hourly rate
486 of such employee, when hourly work is performed on any regular assigned
487 monthly paid work day(s). For the purposes of this section, hourly service in a
488 week which exceeds normal full-time service will be entitled to the four
489 percent (4%) differential, except that in no case will hourly teaching
490 assignments be entitled to the four percent (4%) teaching differential during
491 summer intersessions.
492

493 12.9 Faculty Supervising Internship Courses

494
495 12.9.1 Faculty supervising for internship courses shall be compensated \$100.00 for
496 each student who completes the course requirements, up to 20 students.
497

498 12.9.2 Faculty supervising internship courses shall receive the \$100.00
499 compensation-per- student based upon the completion of:
500

- 501 1. A minimum of four meetings with the student;
- 502
- 503 2. A minimum of one meeting with the employer or placement agency
504 regarding student progress;
- 505
- 506 3. All student course work/requirements including, but not limited to:
507
 - 508 a. Student Learning Objectives,
 - 509 b. Final project, paper or journal,
 - 510 c. Signed Faculty Advisor Record,

- 511 d. Signed time sheet from Employer (completing the required
- 512 hours for the units earned),
- 513 e. Signed evaluation sheet completed by the employer
- 514
- 515 4. A final grade submission
- 516

517 12.9.3 Faculty supervising an internship course shall be limited to no more than 20
518 students enrolled in a designated internship course. Additional students may
519 be added only with permission of the Division Dean and the appropriate Vice
520 President or designee.

521
522 Signed and entered into this _____ day of _____, 2023.

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524 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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