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**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
November 29, 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**

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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

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.

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

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

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.

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%. **In addition, each full-time faculty member shall receive an additional off-schedule payment in an amount equal to 1% of the unit member's base salary.**

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 ~~3.0~~5.0%. **In addition, each full-time faculty member shall receive an additional off-schedule payment in an amount equal to 1% of the unit member's base salary.**

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

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

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~~ **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~~.

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

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~~ **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~~.

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

12.1 THE CREDIT CONTRACT SCHEDULE (SCHEDULE A)

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:

- 205 12.1.2 - Class A A California Community College Partial Fulfillment Credential
206
- 207 12.1.3 - Class B Minimum Qualifications
208
- 209 12.1.4 - Class C
210
- 211 I. MA + 18 or BA + 54
212 II. Eighteen (18) units beyond those required for the minimum
213 qualifications, including an Associate of Arts Degree (or equivalent)
214
- 215 12.1.5 - Class D
216
- 217 I. MA + 36 or BA +72
218 II. Thirty-six (36) units beyond those required for the minimum
219 qualifications, including a Bachelor's Degree
220
- 221 12.1.6 - Class E
222
- 223 I. MA + 54 or BA + 90
224 II. Fifty-four (54) units beyond those required for minimum qualifications,
225 including a Master's Degree
226
- 227 12.1.7 Doctoral Degree. Attainment of the doctoral degree from an accredited
228 institution of higher education. The District shall be the final arbiter in
229 assessing the qualifications of doctorates.
230
- 231 12.1.8 The two categories within Classes C, D and E are as follows:
232
- 233 a. Category I Open to faculty in subject matter areas in which a
234 Bachelor's Degree or higher is offered;
235
- 236 b. Category II Open only to faculty in the following areas in which no
237 Bachelor's Degree is offered:
238
- 239 Administration of Justice
240 Advertising/Graphic Design
241 Automotive Technology
242 Building Construction
243 Business Information Technology
244 Computer Information Systems
245 Cosmetology and Barbering
246 Dental Assisting
247 Dental Hygiene
248 Dental Laboratory Technology
249 Drafting – Mechanical Drafting
250 Electrical Technology
251 Electronics Technology
252 Emergency Medical Technology
253 Environmental Technology Fashion
254 Fire Technology
255 Food Services

256 Legal Assisting
257 Machine Shop Technology
258 Medical Assisting
259 Photographic Technology/
260 Commercial Photography
261 Printing Technology
262 Radiologic Technology
263 Sign Art Telecommunications
264 Vocational Nursing
265 Welding

266 12.2 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)

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

272 12.3 ANNUAL CONTRACT SALARIES

273 12.3.1 The annual contract salaries shall be determined in the following manner:
274

275 12.3.2 Determine the employee's classification and step on the basic tenths
276 payment salary schedule (Classes A through Doctor's Degree, Steps 1
277 through 33);
278
279

280 12.3.3 Multiply this product by the appropriate responsibility ratio;
281

282 12.3.4 Multiply this product by the number of months specified in the time
283 assignment for the position to determine the annual salary.
284
285

286 12.4 ADVANCEMENT ON THE CONTRACT SCHEDULES

287 12.4.1 Vertical advancement on the salary schedules occurs only if the service has
288 been rendered for at least three-fourths of the academic year in the case of
289 those on contract. Step or class changes occur July 1 following official
290 certification of completion of the degree(s) or unit(s). Advancement for
291 completion of a master's degree or a doctor's degree will be granted in the
292 month following notification of the completion of the degree requirements.
293
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295 12.4.2 Class and step changes are granted contingent on satisfactory performance
296 as evidenced by a current satisfactory evaluation.
297

298 12.5 ADVANCEMENT ON THE HOURLY SCHEDULE

299 12.5.1 For the purposes of hourly compensation, regular and contract unit members
300 who had been placed on an hourly schedule prior to employment as a regular
301 or contract unit member will continue to be paid on the hourly schedule until
302 such time as the overload rate on Schedule A is equal to or greater than the
303 rate of the hourly schedule. Such members are not eligible to advance on the
304 hourly schedule. Vertical advancement on the hourly schedules for eligible
305 unit members occurs when a unit member has:
306

- 307
308 a. Advanced to a step on the Annual Contract Schedule that is higher
309 than the current placement on the appropriate hourly schedule, or
310
311 b. For the Credit Hourly Schedule B taught at least 150 hours in the
312 credit program since the initial placement or the last step placement,
313 or
314
315 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours
316 in the credit program since initial placement or the last step
317 placement, or
318
319 d. For Noncredit Hourly Schedule D taught at least 400 hours in the
320 noncredit program since initial placement or the last step placement.
321

322 12.5.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will
323 carry over into the next step accumulation.
324

325 12.6 APPLICATION FOR ADVANCEMENT

326
327 12.6.1 To qualify for a higher salary classification **for the subsequent semester**, an
328 academic employee must present the form "Application for Salary Change_i"
329 **in duplicate**, to the Office of Human Resources **by the last day of the prior**
330 **semester**.
331

332 All work designated on the application form must be verified **by grade slips**
333 **or official** transcripts received in the Office of Human Resources. The
334 decision for disapproval of a step or class change is the responsibility of the
335 Vice President for Instruction.
336

337 12.6.2 Acceptable Study. Upper division or graduate units from an accredited
338 college or university are acceptable for advancement on the salary schedule
339 provided that the course is not a repeat and is related to the current
340 assignment or represents a reasonable objective for future local
341 employment.
342

343 12.6.2.1 District and Association agree that unit members will be moved to
344 the appropriate place on the doctoral column of the salary schedule
345 when they have attained a doctoral degree from an accredited
346 institution of higher education.
347

348 12.6.2.2 Community college courses are allowed if they are approved in
349 advance by the Vice President for Instruction as part of a planned
350 program of at least twelve (12) units, including upper division and/or
351 graduate work. Miscellaneous community college courses, not in an
352 approved plan, may be allowed if appropriate under Section
353 12.6.3.c. This course work must be directly related to a teaching
354 assignment and not a repetition of previous work. Courses that are
355 audited are not allowed.
356

357 12.6.3 Equivalent Credit. In lieu of formal academic units and after initial

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

- 363
- 364 a. One year of successful non-teaching work experience (may be
365 cumulative) related to the current assignment (2 months equals 1
366 unit); and
 - 367
 - 368 b. Travel which is specifically related to improving the employee's
369 service (2 weeks equals 1 unit); and
 - 370
 - 371 c. Professional service (one unit for 9 weeks) supervising a cadet
372 teacher; publication (one unit for an article of 500 words or more in a
373 recognized professional magazine, six units for the publication of a
374 book, 200 pages or more); major leadership in local, state, or national
375 professional organizations (two units for president, one unit for other
376 offices); public performance (limit of one unit per year for concerts or
377 art exhibits); community college courses, noncredit adult classes, and
378 approved in- service seminars, provided that the content is
379 appropriate to the current or possible future assignments at the
380 College. In computing courses fifteen (15) hours of class time equals
381 one unit. Summer workshops and child study courses not taken for
382 university credit may be used for credit in this category. Courses
383 which are audited are not acceptable.

384 12.7 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES

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

390
391 12.7.1.1 The District will extend to full-time faculty the option of receiving their
392 annual contract salary paid over twelve (12) months.

393
394 12.7.1.2 Any request to change from a ten month to a twelve month salary
395 schedule must be received in the Fiscal Services office by the last
396 working day in May of any academic year.

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

404
405 12.7.2 Deduction for Unpaid Absence. Deduction for personal (unpaid) absence,
406 whether because of unpaid leave or employment after the first work day of a
407 month or separation from service before the last work day of a month shall be
408 made on the basis of a per diem rate for all persons employed at a monthly

409 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
410 shall be computed fractionally at one divided by the number of work days
411 normal for the employee's contractual services.
412

413 12.7.3 Retirees. Contract and regular unit members who retire are eligible for rehire
414 but are not guaranteed employment. Retirees who are offered employment
415 will be compensated at the appropriate part-time salary schedule based on
416 their step and column placement on Schedule A at the time of retirement.
417

418 12.8 OVERLOAD HOURLY SALARY SCHEDULE

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420 12.8.1 Teaching Faculty. The hourly schedule for teaching faculty, including the
421 overload differential, can be found in Schedules B-1 and D.
422

423 12.8.2 Non-teaching Faculty. An amount equal to four percent (4%) of the hourly
424 rate of any non-teaching academic employee will be added to the hourly rate
425 of such employee, when hourly work is performed on any regular assigned
426 monthly paid work day(s). For the purposes of this section, hourly service in a
427 week which exceeds normal full-time service will be entitled to the four
428 percent (4%) differential, except that in no case will hourly teaching
429 assignments be entitled to the four percent (4%) teaching differential during
430 summer intersessions.
431

432 12.9 Faculty Supervising Internship Courses

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434 12.9.1 Faculty supervising for internship courses shall be compensated \$100.00 for
435 each student who completes the course requirements, up to 20 students.
436

437 12.9.2 Faculty supervising internship courses shall receive the \$100.00
438 compensation-per- student based upon the completion of:
439

- 440 1. A minimum of four meetings with the student;
- 441
- 442 2. A minimum of one meeting with the employer or placement agency
443 regarding student progress;
444
- 445 3. All student course work/requirements including, but not limited to:
446
 - 447 a. Student Learning Objectives,
 - 448 b. Final project, paper or journal,
 - 449 c. Signed Faculty Advisor Record,
 - 450 d. Signed time sheet from Employer (completing the required
451 hours for the units earned),
 - 452 e. Signed evaluation sheet completed by the employer
- 453
- 454 4. A final grade submission
- 455

456 12.9.3 Faculty supervising an internship course shall be limited to no more than 20
457 students enrolled in a designated internship course. Additional students may
458 be added only with permission of the Division Dean and the appropriate Vice
459 President or designee.

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

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION
