

**Tentative Agreement**  
by and between the  
Glendale College Guild, Local 2276  
and the  
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

To align with recently negotiated language in the collective bargaining agreement on counselor work schedules and assignments, as well as to resolve impacts to the counselor work calendar due to the (1) designation of additional non-instructional study days for GCC students during the regular academic year and (2) the start date of the counselor work year, the Parties agree to modify the 2026-27 Appendix C2 as follows:

**APPENDIX C2**

**Section 1. WORK YEAR- FULL-TIME COUNSELORS 2026-2027**

| MONTH     | DAYS                                                                      | Scheduled | *May be scheduled for 7 4 additional days in the months indicated below to reach the mandatory 189 days |
|-----------|---------------------------------------------------------------------------|-----------|---------------------------------------------------------------------------------------------------------|
| August    | 8/44/18/2026 thru 8/2421/2026<br><br>8/2524 thru 8/31/2026                | 5 6 days  | *up to 7 4 days                                                                                         |
| September | 9/1/2026 thru 9/30/2026<br>Non-working day: 9/7                           | 21 days   |                                                                                                         |
| October   | 10/1/2026 thru 10/31/2026                                                 | 22 days   |                                                                                                         |
| November  | 11/2/2026 thru 11/30/2026<br>Non-working days: 11/11 and 11/25 thru 11/27 | 17 days   |                                                                                                         |



Cesar Chavez Day, Armenian Genocide Remembrance Day April 24, and Juneteenth are District recognized holidays considered compensable and non-duty days for full-time counselors scheduled to work.

~~If any of the provisions of Appendix C2, Section 1 conflict with Appendix C2, Sections 2-6 or Article VI, Section 20, then Appendix C2, Section 1 shall be controlling for the 2025-2026 academic year.~~

## **Section 2. Coincide with Instructional Calendar District assignment rights**

Operational needs and work assignment offers are determined at the sole discretion of the District. The availability for any counselor to be assigned to work in an area outside their primary departmental assignment during summer is subject to District need and discretion.

~~One hundred seventy-seven (177) days of the one hundred ninety 190 days of the counselor's contract days shall coincide with the instructional teaching, flex and winter intersession days.~~

## **Section 3. Remaining 13 Days**

~~Of the Thirteen (13) remaining contract work days (91 hours), eleven (11) days shall be worked either immediately after the close of the spring semester or immediately before the beginning of the fall semester. In the event that there are days requiring counselor coverage in January before the start of the winter intersession, those days may be used as part of the remaining 13 days.~~

## **Section 4. Additional 21 Day Summer Block**

~~Counselors are not limited to 147 hours of summer work.~~

~~Contract counselors opting to work an additional block of twenty-one (21) days (or 147 hours) shall work these twenty-one (21) additional days beyond the one hundred ninety (190) days currently worked for a total of two hundred eleven (211) days. These days shall be worked in either the month of July or the month of August.~~

~~Counselors not choosing to work an additional twenty-one (21) day block shall have the right of first refusal for any hourly assignments offered within said counselor's unit.~~

## **Section 5. Staffing Levels**

~~Coverage shall be as close as possible to 50%, given the number of counselors in each organizational unit, for the time blocks listed in Sections 1 and 2 above. Counselors opting to work an additional block of twenty-one (21) days (or 147 hours) in either July or August shall work their additional 13 days in June. These counselors shall be scheduled first which may result in 190 day counselors being required to work their thirteen (13) additional days immediately before the beginning of the fall semester. Counselors shall be guaranteed four consecutive non-paid weeks off during the months~~

~~of July or August. Counselors electing to take these four consecutive weeks off during the winter intersession may do so, but no counselor shall be compelled to do so.~~

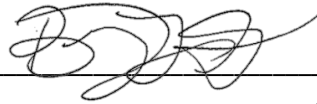
**Section 6 3. Determining Priority for Scheduling**

By April 15 **June 1** the schedule for the upcoming summer shall be finalized. Blocks shall be scheduled in accordance with each organizational unit's internal scheduling priority system. The Division Chair of Student Services shall resolve any conflict.

DATE: 5/19/2026

Roger Bowerman

Roger Bowerman, Chief Negotiator  
Glendale College Guild



Brittany Grice, Chief Negotiator  
Glendale Community College District