

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:

The goal of this Tentative Agreement is to support early retirees to access District Health care using either the early retirement reimbursement incentive (Article XI, section 4) or the Part time faculty health insurance program (Article XI, Section 3).

ARTICLE XI HEALTH AND WELFARE BENEFIT

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Section 3 Part Time Faculty Health Insurance ...

F. Faculty Member is Unable to Maintain a Minimum Assignment 1. Adjunct faculty shall be informed of their load for the following semester in a timely fashion by either the Division Chair, Co-Chair or Instruction Office. 2. If an adjunct faculty member is informed that they will not be scheduled for enough classes to maintain a forty percent (40%) load or assignment in all Districts, they may elect to:

- a. Drop the plan at the end of the current semester OR
- b. Continue in the plan and accept responsibility for one hundred percent (100%) of the cost of the HMO plan through COBRA.

c. If an adjunct faculty member is an early retiree (see section 4) who fails to meet the load requirement to continue in the program, that member would be eligible to receive the stipend associated with the Early Retirement incentive.

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Section 4 Early Retirement incentive.

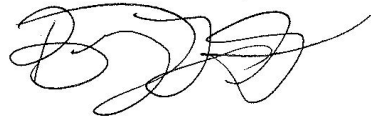
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L. If an early retiree meets the requirements of the Part Time Faculty Health Insurance (ARTICLE XI Section 3), that retiree is eligible to participate in that program.

DATE: _____ 3/17/2026 _____

Roger Bowerman

Roger Bowerman, Chief Negotiator
Glendale College Guild

A handwritten signature in black ink, appearing to read 'B. Grice', written over a horizontal line.

Brittany Grice, Chief Negotiator
Glendale Community College District