PROPOSAL FROM THE PASADENA CITY COLLEGE FACULTY ASSOCIATION TO THE PASADENA AREA COMMUNITY COLLEGE DISTRICT
Article 12.0.B Salary Reopener
November 12, 2026

The Pasadena City College Faculty Association proposes to the Pasadena Area Community College District the following Memorandum of Understanding, made pursuant to the Educational Employment Relations Act and Article 12.0.B of the Collective Bargaining Agreement between the parties, and fully resolves their 2026-2027 re-opener negotiations. Unless otherwise stated, the following agreements are intended to apply only to the Article and salary schedules set forth below. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed.It

Key: red text is new language proposed by the Association; ~~red strikethrough~~ is language deleted; black text is current Agreement language and is unchanged.

ARTICLE 12
The Salary Schedules

1. **Full-Time Faculty Salary Schedules.** Effective July 1, 2026, each cell of all Full-Time Faculty Salary Schedules shall be increased **by six and three-quarters percent (6.75%), less the District's projected 2026-2027 cost of paid pregnancy disability leave for unit members expressed as a percentage of total unit-member salary, which reduction shall not exceed one percent (1.00%).** ~~**in the amount of the state-funded COLA, not to exceed 3.3%.**~~

2. **Part-Time Faculty Salary Schedules.** Effective July 1, 2026, each cell of the following salary schedules shall be increased **by six and three-quarters percent (6.75%), plus an additional parity adjustment of three percent (3%), both applied to the salary schedule cells in effect on June 30, 2026, less the District's projected 2026-2027 cost of paid pregnancy disability leave for unit members expressed as a percentage of total unit-member salary, which reduction shall not exceed one percent (1.00%): (1) Adjunct Credit Semester Faculty; (2) Adjunct Credit Intersession Faculty; (3) Adjunct Credit Nonteaching Faculty; (4) Adjunct Noncredit Faculty; (5) Contract Monthly Overload Faculty; (6) Contract Monthly Intersession Faculty; and (7) Contract Monthly Nonteaching Overload Faculty** ~~**in the amount of the state-funded COLA, not to exceed 3.3%**~~.

3. Part-Time Faculty Salary Schedule Step Structure. Effective July 1, 2026, step 1 of each of the Adjunct Credit Semester Faculty (Schedule B), Adjunct Credit and Noncredit Intersession Faculty (Schedule G), Adjunct Credit Nonteaching Faculty (Schedule 5), and Adjunct Noncredit Faculty salary schedules shall be deleted, and the remaining steps on

each such schedule shall be renumbered sequentially beginning with step 1, so that the step formerly designated step 2 becomes step 1, the step formerly designated step 3 becomes step 2, and so forth through the highest step on each schedule.

a. This section changes step designations only. No unit member's rate of pay shall be increased or decreased by reason of this section, except that a unit member placed at step 1 on June 30, 2026, shall be placed at step 1 as renumbered by this section and paid the rate for that step. Every other unit member shall be paid, on and after July 1, 2026, at the same rate the unit member was paid on June 30, 2026, as adjusted by section 2, under its new step designation. Example: a unit member paid at the rate for step 8 on June 30, 2026, is paid at that same rate, as adjusted by section 2, under its new designation as step 7 on and after July 1, 2026.

b. Hours accumulated toward advancement under section 12.6 as of June 30, 2026, shall carry forward without interruption and shall count toward advancement to the next step under its new designation.

4. Full-Time Faculty Salary Schedule Service Increments (Longevity). Effective July 1, 2026, the Full-Time Faculty Salary Schedules (Schedules A, C, O, R, and X) shall provide service increments as follows:

a. A unit member shall earn one service increment upon completion of each of ten (10), fifteen (15), twenty (20), twenty-five (25), and thirty (30) years of service with the District.

b. Each service increment shall equal two and one-half percent (2.5%). The salary rate for a unit member who has earned one or more service increments is the rate for the unit member's class and step, increased successively by two and one-half percent (2.5%) for each service increment earned, with each successive service increment applied to the rate as increased by the prior service increment.

c. The rate produced by a unit member's class, step, and service increment level is the unit member's base salary rate for all purposes under this Agreement, and is not remuneration paid in addition to salary. The District shall report that rate to the State Teachers' Retirement System or the Public Employees' Retirement System, as applicable, as the unit member's salary.

d. A year of service means a fiscal year in which the unit member rendered paid service to the District as a full-time faculty unit member for at least three-fourths of the academic year. Time during which a unit member is on any paid leave of absence, including sabbatical leave and banked leave, counts as paid service rendered for salary step advancement and for purposes of this section. Years of service means total years of such service with the District, whether or not

consecutive, and does not include experience credit granted for initial step placement under this Article.

e. A service increment takes effect on July 1 of the fiscal year in which the unit member begins the eleventh, sixteenth, twenty-first, twenty-sixth, or thirty-first year of service. This July 1 effective date governs service increments and salary step advancement only. It does not change any unit member's hire date or seniority date and does not apply for any other purpose, including layoff and evaluation.

f. A unit member who has completed the years of service required for one or more service increments as of July 1, 2026, shall receive all such service increments effective July 1, 2026.

5. Part-Time Faculty Salary Schedule Service Increments (Longevity). Effective July 1, 2026, and following the renumbering provided by section 3, the Adjunct Credit Semester Faculty (Schedule B), Adjunct Credit and Noncredit Intersession Faculty (Schedule G), Adjunct Credit Nonteaching Faculty (Schedule 5), and Adjunct Noncredit Faculty salary schedules shall each be extended to include five additional steps above the highest step then existing on that schedule. The rate at each additional step shall be two and one-half percent (2.5%) above the rate at the step immediately preceding it, in each class column.

a. A semester of service means a fall or spring semester in which the unit member was paid for an assignment on one or more of the schedules listed above. Intersession, summer, and winter assignments do not constitute separate semesters of service. Semesters of service need not be consecutive.

b. A unit member shall advance to step 25, 26, 27, 28, or 29 upon completion of twenty (20), thirty (30), forty (40), fifty (50), or sixty (60) semesters of service, respectively. A unit member who completes any of these thresholds while placed below step 24 shall, upon being placed at step 24, advance to the step corresponding to the highest threshold the unit member has completed.

c. A unit member who has completed forty (40) semesters of service shall be placed at no lower than step 24. This subsection 5.c applies before subsection 5.b, so that a unit member placed under this subsection then advances to the step corresponding to the highest threshold the unit member has completed. Example: a unit member with forty (40) semesters of service who is currently at step 18 under section 12.6 is placed at step 24 under this subsection and advances to step 27 as of the same effective date. This subsection shall not operate to reduce any unit member's step placement, and shall not affect the accumulation of hours toward advancement under section 12.6. This subsection applies separately to each schedule listed above on which the unit member is placed.

d. The rate produced by a unit member's class and step under this section is the unit member's base hourly salary rate for all purposes under this Agreement, and is not remuneration paid in addition to salary. The District shall report that rate to the State Teachers' Retirement System or the Public Employees' Retirement System, as applicable, as the unit member's salary.

e. Advancement under this section takes effect on the July 1 coinciding with or next following the unit member's completion of the required semesters of service. A unit member who has completed the semesters of service required for one or more advancements as of July 1, 2026, shall receive all such advancement effective July 1, 2026.

f. Advancement under this section applies only to assignments performed by part-time faculty. It does not apply to overload, intersession, or nonteaching overload assignments performed by contract or regular faculty, and does not apply to Schedules C, O, R, or X.

6. Incorporation into the Salary Schedules. The parties shall jointly revise each salary schedule affected by sections 3, 4, and 5 above, as published in the Appendix to this Agreement, so that the rate payable at every class, step, and service increment level appears on the face of the schedule. The District shall publish the revised schedules and shall submit them for Board approval no later than the Board meeting at which this Memorandum is approved. The amounts set forth on the revised schedules are salary. No service increment provided by this Memorandum is payable except as a rate appearing on a published salary schedule.

7. Ancillary Work Rate. Effective July 1, 2026, section 12.10.4 shall read: "All Faculty will be paid fifty-four dollars ($54.00) per hour for all pre-approved ancillary work."

8. Retroactivity. All increases, service increments, and step advancement provided by this Memorandum apply to all service performed on or after July 1, 2026. A unit member who performed such service shall receive the resulting retroactive payment whether or not the unit member is employed by the District on the date this Memorandum is approved, including a unit member who separated from District employment on or after July 1, 2026. The District shall issue all retroactive payments no later than sixty (60) days after Board approval of this Memorandum.

~~**Addition to Schedule B (Adjunct Semester Faculty), Effective Fall semester 2026**~~

~~1. Compensation for Credit and Non-Credit part-time instructional faculty members regarding lecture, lab, out of class preparation and other related instructional duties. This section does not pertain to the compensation of part-time counselors, librarians, and other non-instructional faculty members.~~

~~2. The hourly compensation rates in Schedule B are inclusive of and reflect the expectation that each hour of class instruction is coupled with up to an hour of class preparation and outside related duties. The amount of compensation for the assigned hours is intended to fulfill the academic assignment including lecture, lab, out of class preparation and other outside related instructional duties.~~

~~3. Out of class preparation and other outside related duties include course and instructional material preparation, lecture preparation, lab preparation, exam preparation, grading, communication with students, classroom syllabi preparation, selecting course texts and other instructional materials, evaluation process participation, and communication with District employees and external partners in alignment with the unit members assignment.~~

~~4. Part-Time Faculty Instructors are not permitted to work in excess of the assigned hours. Prior written approval from the Dean is required before performing any additional work. If additional work is authorized, it is agreed and understood the compensation for the additional work will be paid at the applicable minimum California hourly wage. No additional compensation shall be paid without prior written approval by the Dean.~~

~~5. Acknowledgment/Certification - Part-Time Faculty Instructors will sign an acknowledgment that their professional rate of pay includes lecture, lab, out of class preparation, and other outside related instructional duties. This acknowledgment will be submitted with the District's course assignment notification for the semester or intersession. Part-Time Faculty Instructors will submit a certification that compensation was paid in accordance with the salary schedule. This certification will be submitted on a District form by the last day of instruction for each semester or winter/summer session. The 2026/2027 academic year will implement the acknowledgement and certification process. Commencing with the 2027/2028 academic year, if a Part-Time Faculty Instructor fails to submit the certification by the last day of instruction, the Part-Time Faculty Instructor will be provided with a reminder to do so. Part-Time Faculty Instructors may lose their future teaching assignment(s) if the certification is not submitted after the reminder.~~

~~6. These procedures apply to all course units and/or non-credit hours assigned during any regular semester or intersession.~~

~~7. Any dispute related to this section or Schedule B shall be subject to the grievance procedure in the collective bargaining agreement, including but not limited to a grievance brought by an individual part-time bargaining unit member on their own behalf.~~

~~This MOU is subject to ratification by the Board of Trustees. This MOU shall take effect upon its execution and approval by the Parties. This MOU is non-precedential and may not be utilized as the basis for any current or future claim of a past practice.~~

~~This Memorandum of Understanding does not modify the parties' rights or obligations under the current effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act (EERA).~~

~~IN WITNESS WHEREOF, the Parties have executed this MOU on the date first above written.~~

Dated: _____	Dated: _____
PASADENA CITY COLLEGE FACULTY ASSOCIATION	PASADENA AREA COMMUNITY COLLEGE DISTRICT
By: _____ Mikage Kuroki, Ph.D. President	By: _____