

AGREEMENT

between the

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

and its

CHAPTER 289

and the

SANTA BARBARA COMMUNITY COLLEGE DISTRICT

Santa Barbara, California



July 2015 – June 2018

TABLE OF CONTENTS

PREAMBLE.....	4
Article 1: RECOGNITION.....	5
Article 2: DISTRICT RIGHTS.....	6
Article 3: GRIEVANCE PROCEDURE.....	7
3.1 Definitions.....	7
3.2 Representation.....	7
3.3 Informal Level.....	8
3.4 Formal Level.....	8
Article 4: EMPLOYEE RIGHTS.....	11
Article 5: ORGANIZATIONAL SECURITY.....	12
Article 6: COMPENSATION AND BENEFITS.....	14
6.1 Compensation.....	14
6.1.1 2015/16.....	14
6.1.2 Equitable Treatment.....	14
6.2 Benefits.....	14
6.2.1 Health and Welfare Benefits.....	14
6.2.2 Domestic Partnership Coverage in Medical Insurance.....	14
6.2.3 Professional Growth Enrollment.....	15
6.3 Guidelines for Implementation of Classified Employees Salary Schedule.....	16
6.3.1 Schedule of Ranges and Rates.....	16
6.3.2 Employment Date and Anniversary Date.....	16
6.3.3 Priority of Increases.....	16
6.3.4 Increases Within the Salary Range.....	16
6.3.5 Salary on Change in Range Assignment.....	16
6.3.6 Special Compensation - "Y" Rate.....	17
6.3.7 Restorations.....	17
6.3.8 Shift Differential.....	18
6.3.9 Salaries for Increments.....	19
6.4 Career Increments for Classified Personnel.....	21
6.5 Employee Expenses and Materials.....	22
6.5.1 Uniforms.....	22
6.5.2 Safety Equipment.....	22
6.6 Physical Examinations.....	22
6.7 Professional Growth.....	23
6.7.1 Professional Growth Increments.....	23
6.7.2 Evaluation of Professional Growth Credits for CSEA Unit Members.....	23
Article 7: HOURS.....	24
7.1.1 Flexible Work Schedule.....	24
Article 8: HOLIDAYS.....	27
8.7 Academic Calendar.....	28
Article 9: VACATION.....	29
9.8 Illness and Bereavement While on Vacation.....	31
Article 10: TRANSFER AND DEMOTION.....	32
Article 11: PROMOTIONS.....	33
Permanent Employee Preference.....	33
Article 12: PROBATIONARY PERIOD.....	34
12.1 Duration of Probation.....	34
12.2 Length of Probationary Period.....	34
12.3 Not Subject to Grievance Procedure.....	34
Article 13: SAFETY.....	35
13.1 Safety Considerations.....	35
Article 14: LAYOFFS.....	36
Article 15: EVALUATIONS.....	39
Article 16: LEAVE PROVISIONS.....	40
16.1 Sick Leave.....	40

16.2	Use of AB109 Sick Leave for Family Members.....	41
16.3	Personal Necessity	42
16.4	Industrial Accident and Industrial Illness Leave.....	42
16.5	Entitlement to Other Sick Leave.....	45
16.6	Bereavement Leave	45
16.7	Jury Duty and Witness Leave	45
16.8	Maternity Leave.....	46
16.9	Miscellaneous Provisions	47
16.9.1	Military Leave	47
16.9.2	Leaves of Absence Without Pay	47
16.9.3	Additional Leaves for Non-industrial Accident or Illness	48
16.9.4	Absence Without Leave.....	48
16.9.5	Reporting of Absences.....	48
16.10	Family Care Leave.....	48
16.10.1	Terms of Leave	48
16.10.2	Intermittent/Reduced Work Schedule Leave	49
16.10.3	Maintenance of Benefits	49
16.11	Catastrophic Illness Leave Donation Program.....	50
16.12	Emergency Closures	52
Article 17:	Criteria for Classified Staff to teach Part-time	53
Article 18:	CSEA RIGHTS.....	53
Article 19:	SEVERABILITY.....	57
Article 20:	CONCERTED ACTIVITIES.....	58
Article 21:	SUPPORT OF AGREEMENT	59
Article 22:	EFFECT OF AGREEMENT	60
Article 23:	COMPLETION OF MEET AND NEGOTIATION	61
Article 24:	TERM.....	62
APPENDIX A:	CSEA BARGAINING UNIT CLASSIFICATION TITLES	63
APPENDIX B:	HEALTH AND WELFARE BENEFITS	62
APPENDIX C:	DOMESTIC PARTNER COVERAGE PROCEDURES	64
APPENDIX D:	EVALUATION FORM	66
POST CLASSIFICATION STUDY	GRANDPERSON SCHEDULE 20.....	68
CSEA SALARY SCHEDULE 29	PROBATIONARY/REGULAR CLASSIFIED EMPLOYEES.....	70
.....	72
Board of Trustees Resolution No. 25 – April 22, 1976	75
Recognition Request Letter – April 2, 1976	75

PREAMBLE

This Agreement is made and entered into this 25th day of June, 2015, by and between the Santa Barbara Community College District (hereinafter referred to as "District") and California School Employees CSEA and its Santa Barbara City College Chapter #289 or its successors (hereinafter referred to as CSEA).

Article 1: RECOGNITION

- 1.1 The District hereby acknowledges that CSEA is the exclusive bargaining representative for that unit of employees recognized and defined by the District per its Resolution No. 25 (1975-76) dated April 22, 1976, which is incorporated herein, and attached hereto. The unit includes all employees in classified positions who are a part of the classified service, who are in or have completed the probationary period of the District, who receive personnel benefits, and who work twenty (20) hours or more per week. The aforesaid positions are described in Appendix A which is attached hereto and made a part hereof.
- 1.2 All newly created positions meeting the above specifications, except those that are Certificated, Management, Confidential or Supervisory shall be in the bargaining unit.
- 1.3 Disputed cases may be submitted by either the District or CSEA to the Public Employment Relations Board in accordance with Government Code Section 3545.

Article 2: DISTRICT RIGHTS

It is understood and agreed that the District retains all of its powers and authority to direct, manage and control to the fullest extent of the law. Included in but not limited to those duties and powers are the exclusive right to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; establish its educational policies, goals and objectives; insure the rights and educational opportunities of students; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of District operations; determine the curriculum; build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; contract out work as defined in Public Contract Code Section 20655; and take action on any matter in the event of an emergency. In addition, the Board retains the right to hire, classify, assign, evaluate, promote, terminate, and discipline employees.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

The District retains its right to amend, modify or suspend policies and practices referred to in this Agreement in cases of emergency as provided in Public Contract Code Section 20654.

Any amendment, modification or suspension shall be for a period not longer than the period of the emergency.

Article 3: GRIEVANCE PROCEDURE

3.1 Definitions

A "grievance" is a formal written allegation by a grievant that he/she has been adversely affected by a violation of the specific provisions of this Agreement. Actions to challenge or change the policies of the District as set forth in the rules and regulations or administrative regulations and procedures must be undertaken under separate legal processes. Other matters for which a specific method of review is provided by law, by the rules and regulations of the Board of Trustees, or by the Administrative regulations and procedures of this college district are not within the scope of this procedure.

A "grievant" is any unit member covered by the terms of this Agreement or a representative of the CSEA.

A "day" is any day in which the central administrative office of the Santa Barbara Community College District is open for business.

The "immediate supervisor" is the lowest level non-unit supervisor designated by management to administer grievances and having immediate jurisdiction over the grievant.

The "appropriate administrator" is the Vice-President for that department.

3.2 Representation

The CSEA Union Steward and the grievant will receive paid time off from duties for the processing of grievances pursuant to this grievance procedure. The unit members who are designated as CSEA Union Stewards are subject to the following conditions:

3.2.1 By no later than sixty (60) days following the signing of this Agreement the CSEA will designate in writing to the Superintendent not more than eight (8) employees and their alternates, who are to receive the time off; the number of designated CSEA Union Stewards in attendance at grievance conferences and hearings shall be limited to one (1).

3.2.2 After notifying his/her immediate supervisor, a Union Steward shall be permitted to leave his/her normal work area during "reasonable times" in order to assist in presentation of grievances. The Union Steward shall advise the Supervisor of the grievant of his/her presence.

If, due to an emergency, an adequate level of service cannot be maintained in the absence of a Union Steward at the time of the notification, the Union Steward shall be permitted to leave his/her normal work area no later than two hours after the Union Steward provides notification.

3.2.3 Sixteen (16) hours prior to release from duties for grievance processing the designated Union Steward informs his/her immediate supervisor in order that an adequate substitute may be obtained, if such is necessary; and

3.2.4 That such time off for processing grievances shall be limited solely to representing a grievant in a conference with a management person, beginning at Level I, and in no way shall this limitation include use of such time for matters such as gathering information, interviewing witnesses, or preparing a presentation. Both the grievant and the District shall have the right to the assistance of legal counsel at any level of the grievance procedure beyond Level I. The grievant shall also have the right to the assistance of a CSEA staff representative at any level of the grievance procedure beyond the Informal Level. At least forty-eight (48) hours notice shall be given to all parties concerned when it is the intention of either party to be accompanied by legal counsel.

3.3 Informal Level

Before filing a formal grievance the grievant may attempt to resolve it by an informal conference with his/her immediate supervisor.

3.4 Formal Level

Level I

Within thirty (30) days after the occurrence of the act or omission giving rise to the grievance, the grievant must present his/her grievance in writing to his/her immediate supervisor.

This statement shall be a clear, concise statement of the grievance, provision(s) of the Agreement alleged to have been violated, the circumstances involved, the decision rendered at the informal conference, and the specific remedy sought.

The supervisor shall communicate his/her decision to the unit member in writing within ten (10) days after receiving the grievance. If the supervisor does not respond within the time limits, the grievant may appeal to the next level.

Level II

In the event the grievant is not satisfied with the decision at Level I, he/she may appeal the decision in writing to the appropriate administrator within ten (10) days. This statement shall include a copy of the original grievance, the decision rendered, and a clear, concise statement of the reasons for the appeal.

The appropriate administrator shall communicate his/her decision within ten (10) days after receiving the appeal. If the appropriate administrator does not respond within the time limits, the grievant may appeal to the next level.

Level III

If the grievant is not satisfied with the decision at Level II, he/she may within ten (10) days appeal the decision in writing to the Superintendent/President or his designee, provided that his designee is not the same person as at Level II.

This statement shall include a copy of the original grievance and appeal, the decisions rendered and a clear, concise statement of the reasons for the appeal.

The grievant shall, within the ten (10) day limit, have the right to request a personal conference with the Superintendent/President in order to present the grievance. At the personal conference, there will be no necessity to restate what has been previously set forth in the written grievance as the Superintendent/President will have reviewed it prior to the personal conference. Oral presentation should be limited to clarification and emphasizing any particular points that the grievant deems necessary.

The Superintendent/President or his/her designee shall communicate his decision to the grievant within ten (10) days after receiving the grievance or date of personal conference whichever comes later.

Level IV

If the grievant is not satisfied with the decision at Level III, he/she may within ten (10) days of receipt of the decision or ten (10) days of the date the decision should have been issued if no decision was issued, appeal the matter to mediation. The written appeal shall be sent to the Superintendent/President with a copy to the Association.

The District will coordinate scheduling a meeting with a mediator from the California State Mediation and Conciliation Service as soon as reasonably possible for all parties.

Level V

If the grievant is not satisfied with the outcome at Level IV or the grievant declined to pursue Level IV mediation, he/she may appeal the Level III decision in writing to the Board of Trustees.

This appeal shall include a copy of the original grievance and lower level appeals, the decisions rendered, and a clear, concise statement of the reasons for the appeal.

The Board of Trustees, or their designee, shall communicate their decision to the grievant within a reasonable time after receiving the appeal and within ten (10) days of their decision. The decision of the Board of Trustees shall be final.

Article 4: EMPLOYEE RIGHTS

The District and CSEA recognize the right of employees to form, join, and participate in lawful activities of employee organizations and the equal alternative right of employees to refuse to form, join, or participate in employee organization activities.

Article 5: ORGANIZATIONAL SECURITY

- 5.1 Pursuant to Government Code Sections 3546-3546.5, the District and CSEA agree to the provisions set forth in this Article. In the event that Government Code Sections 3546-3546.5 are repealed or portions thereof are held to be contrary to law, the parties agree to meet and negotiate the provisions of this Article, upon the request of either party.
- 5.2 Except as expressly exempted herein, all bargaining unit members who do not maintain membership in good standing in CSEA are required, as a condition of continued employment, to pay a service fee to CSEA, in amounts that do not exceed the periodic dues of CSEA, for the duration of this Agreement.
- 5.3 Once a unit member has agreed to and has joined CSEA, the unit member must retain his/her CSEA membership for the duration of the Agreement so long as the unit member remains a member of the bargaining unit.
- 5.4 CSEA will furnish all unit members who pay a service fee with an adequate explanation of the basis for the fee and the calculation of that portion of the fee that represents the cost of negotiation, contract administration, and other activities of the employee organization that are germane to its functions as the exclusive bargaining representative.
- 5.5 Any bargaining unit member who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to join, maintain membership in, or pay a service fee to CSEA as a condition of employment. However, such bargaining unit member shall be required, in lieu of a service fee required by this Agreement, to pay sums equal to such a service fee to one of the following nonreligious, non-labor organizations, charitable funds exempt from taxation under Section 501 (c) (3) of the Internal Revenue Code:
- a. SBCC Foundation for SBCC
 - b. United Way
 - c. American Red Cross
- Any bargaining unit member who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall submit a written request for exemption to the CSEA Legal Department. CSEA shall have the sole responsibility to determine the validity of such requests for exemption and proof of payment.
- 5.6 CSEA has the sole and exclusive right to have employee organization membership dues and service fees deducted by the District for unit members in the bargaining unit.
- 5.7 The District shall deduct, in accordance with the CSEA dues and service fee schedule, dues, service fees or payments to charity in lieu of a service fee from the wages of all bargaining unit members. Payroll deduction authorization forms will be

required for deduction of membership dues or payment to charity in lieu of service fees. Such authorization shall remain in effect until expressly revoked in writing by the bargaining unit member consistent with provisions of this Article.

- 5.8 Nothing contained herein shall prohibit a bargaining unit member from paying service fees or membership dues directly to CSEA. Any unit member exercising this option shall be required to pay the annual amount in advance.
- 5.9 The District shall, without charge, pay to CSEA within thirty (30) days of the deduction all sums so deducted, except that the District shall pay to the designated charity sums deducted in lieu of a service fee from the wages of bargaining unit members who have made requests for religious exemption pursuant to this Agreement.
- 5.10 Along with each monthly payment to CSEA, the District shall, without charge, furnish CSEA with an alphabetical list of all bargaining unit members, identifying them by name, specifying the amount(s) deducted, and whether such deduction(s) may be for dues, service fees or charitable contributions.
- 5.11 Unit members who pay a service fee shall have the right to receive a rebate, upon request, of that portion of their fee that is not devoted to the cost of negotiations, contract administration, and other activities of the employee organization that are germane to its function as exclusive representative.
- 5.12 CSEA will provide all unit members who pay a service fee with a prompt opportunity to challenge this calculation before an impartial decision maker and will deposit into an interest-bearing escrow account all amounts reasonably in dispute while such challenges are pending.
- 5.13 CSEA shall defend, indemnify and hold harmless the District, its officers and agents against any fees, costs, and/or settlement or judgment liability arising from any action challenging the legality of the organizational security provisions of this Agreement or the implementation thereof. This duty shall not apply to actions brought by CSEA against the District to enforce the provisions of this Article.
- 5.14 It is specifically understood that failure of any unit member to pay monies to CSEA or comply with CSEA rules, regulations, or by-laws will be a dispute between CSEA and the member and will not be a dispute with or involve the District.

Article 6: COMPENSATION AND BENEFITS

6.1 Compensation

6.1.1 2015/16

50% of the 2014-15 surplus (Unrestricted General Fund 2014-15 net revenues less expenses and transfers, based on estimated unaudited actual for the unrestricted general fund prepared as of September 30, 2015) will be disbursed as a one-time payment to full and part-time faculty, permanent classified staff and management. For classified employees, the payment will be determined as a percentage of base salaries plus longevity for the 2014-15 fiscal year for all full time employees employed as of June 30, 2015. The percentage for the one-time payout is not to exceed 1.5% of base salary plus longevity for the 2014-15 fiscal year.

The 2015-16 COLA percentage (as reflected in the final state budget) will be added to applicable salary schedules for each step on the 2014-15 schedules.

The successor contract term will be for the three years July 1, 2015 through June 30, 2018 with reopeners each year on salary and benefits.

6.1.2 Equitable Treatment

The District and CSEA agree that in the event the District agrees to implement a more favorable across-the-board salary adjustment to the full time regular salary schedule of the Instructors' Association Agreement, the CSEA bargaining unit shall receive the same increase.

6.2 Benefits

6.2.1 Health and Welfare Benefits

The District will fund the lowest cost 80% health insurance plan at the 2015-16 rates effective October 1, 2015.

Unit Members will receive Health and Welfare Benefits according to Appendix B attached hereto and under the plans described therein.

Long-term disability (income protection) insurance is included as part of the mandatory benefit package for employees. The insurance plan pays a benefit of 66.66 % of an employee's regular monthly compensation up to a maximum of \$5,000.

6.2.2 Domestic Partnership Coverage in Medical Insurance

Medical coverage is available for domestic partners of classified employees under the guidelines and procedures outlined in Appendix C.

6.2.3 Professional Growth Enrollment

Current unit members only may enroll in classes offered by the Professional Development Center without payment of the enrollment fee for up to three classes per one academic year.

6.3 Guidelines for Implementation of Classified Employees Salary Schedule

6.3.1 Schedule of Ranges and Rates

The compensation plan for all Unit Members of the Santa Barbara Community College District shall be consistent with the schedule of ranges or rates of pay as adopted by the Board of Trustees. Each class in the classification plan shall be assigned to the appropriate range or rate in the compensation plan upon recommendation of the Human Department and with the approval of the Superintendent and the Board of Trustees.

6.3.2 Employment Date and Anniversary Date

Whenever any unit member is appointed and begins working in a position on or before the fifteenth (15th) day of the month, his/her initial employment date shall be the first day of that month during which he/she was employed as a unit member. If the employment commences on or after the sixteenth (16th) day of the month, his/her initial employment date shall be the first of the month following the date of his/her employment. A unit member's anniversary date is the date upon which a unit member is granted an earned salary increment. This is the first day of the pay period next following the successful completion of the established probationary period. The employment date affects salary. However, the anniversary date is changed when a unit member is promoted.

6.3.3 Priority of Increases

Whenever a unit member is promoted to a class with a higher salary range on his/her salary anniversary date he/she shall first receive any within-range increase to which he/she is entitled and then receive the higher step in the new salary range as provided in Section 6.3.9a of this Agreement.

6.3.4 Increases Within the Salary Range

Unit members shall be eligible for advancement to the next step of the salary range for their class after completing the probationary period. Eligibility for advancement will be on an annual basis thereafter until the unit member reaches the maximum salary step of the appropriate salary range.

Except for military leaves of absence, the granting of any leave of absence without pay shall cause the unit member's salary increase anniversary date to be postponed one (1) calendar month for each month or major fraction thereof of such leave taken.

6.3.5 Salary on Change in Range Assignment

Whenever a class is reassigned to a higher salary range, the salary of each incumbent in such class shall be adjusted to the step in the new salary range that corresponds to the step he/she was receiving in the former range.

Whenever a class is reassigned to a lower salary range, the "Y" rate principle shall apply. (See Section 6.3.6 and 6.3.9d(3) of this Agreement.)

6.3.6 Special Compensation - "Y" Rate

The "Y" rate principle is hereby defined as a rate of compensation in excess of the compensation provided by the step to which a unit member is assigned on the Basic Pay Plan, and such "Y" rate shall be discontinued when the employee ceases to occupy the position, or whenever the salary range assigned equals, or exceeds, such "Y" rate.

6.3.7 Restorations

a. Reinstatement

A former permanent unit member who resigned in good standing may be reinstated in a vacant position in his/her former class and status within 39 months of the last date of paid service. Also, he/she may be reinstated in a vacant position in a lower related class, if qualified, or in limited-term status in the same or lower class. Such actions are discretionary with the Board of Trustees.

A unit member who has taken a voluntary demotion may be restored to a vacant position in his/her former class or a vacant position in a related lower class, as determined by the Board, within 39 months. Except when demotion was chosen in lieu of layoff, restoration is discretionary with the Board of Trustees.

A unit member who has accepted demotion in lieu of layoff for lack of work, lack of funds, or abolishment or reclassification of his/her position, has the right to be reemployed in a vacant position in his/her former class within 39 months after demotion. Intervening reassignments to other classes shall not abrogate that right.

Reinstatement or reemployment of a former unit member shall have the following effects.

- (1) Restoration to the former step in the current salary range for the class, or, if restored in a lower class, to the rate closest to that of the step to which he/she would be assigned if he/she were restored in his/her former class.
- (2) If restored to permanent status, restoration of accumulated sick leave and seniority as of the date of the separation.
- (3) Restoration of former anniversary date and employment date but without longevity credit for the off-duty period.
- (4) Restoration of all rights, benefits and burdens of a permanent unit member in the class to which restored.

b. Reemployment (Higher Class)

A former permanent unit member who resigned in good standing and who is reemployed, within 39 months of the last date of paid service, in a higher class than his/her former class at the time of resignation, shall be placed at the salary step that is closest to but greater than the current rate of the former step of the lower class at the time of separation. The unit member will serve a twelve (12) month probationary period in the new class, and advancement on the new salary range will occur only on the new anniversary date. Reemployment of a former unit member into a higher class shall have, after the successful completion of the probationary period, the following effects:

- (1) Restoration of accumulated sick leave and seniority as of the date of the separation.
- (2) Restoration of the unit member's former employment date but without longevity credit for the off-duty period.
- (3) Restoration of all rights, benefits, and burdens of a permanent unit member in the class to which restored.

6.3.8 Shift Differential

A shift differential is allowed for all classifications regularly assigned to a swing shift, a graveyard shift, and a split shift, according to the following differential rate schedule.

Swing Shift	additional 3 1/2% increment
Split Shift	additional 3 1/2% increment
Graveyard Shift	additional 7 1/2% increment

In order to qualify for a differential compensation, the unit member is to meet one of the following definitions:

Swing Shift - When hours of work regularly assigned exceed 7:30 p.m. on a regular or alternate work week. Unit members must work this shift for at least three (3) of the five (5) normal work days.

Split Shift - When hours of work regularly assigned are split by two (2) or more hours exclusive of meal breaks for three (3) or more days per regular or alternate work week.

Graveyard Shift - When hours of work regularly assigned exceed 3:00 a.m. on a regular or alternate work week. Unit members must work this shift for at least three (3) of the five (5) normal work days.

Shift changes which involve a shift differential are subject to approval by the Board of Trustees.

6.3.9 Salaries for Increments

a. Promotion

- (1) A unit member who receives a promotion to a class allocated to a higher salary range shall be placed on the new salary range with credit given for directly related full-time paid experience as follows:

0-23 months	Step 1
24-47 months	Step 2
48-71 months	Step 3
72-95 months	Step 4
96-119 months	Step 5
120 months or more	Step 6

Salary placement will guarantee not less than a 5% increase. A newly promoted employee may be placed on Step 7 due to extraordinary circumstances if approved by both the Area Vice President and the Vice President, Human Resources.

- (2) A new anniversary date is established at the time the promotion becomes effective.
- (3) The unit member will serve a 6-month probationary period to the new class. Advancement on the new salary range will occur upon successful completion of the established probationary period, and on an annual basis thereafter until the unit member reaches the maximum salary step of the appropriate salary range.

A permanent employee in the classified service who vacated his/her position to accept a probationary promotion to a class in a higher level and who is rejected during the probationary period shall be reinstated to his/her former class of position unless the reasons for which he/she was terminated from the promotional position were such as to constitute cause for dismissal.

- (4) Appointment of a unit member to a class with a salary range equal to his/her current range shall not be considered a promotion and shall not warrant a salary increase.

b. Salary on Demotion

- (1) Any unit member who is demoted for disciplinary reasons to a position in a class with a lower salary range shall be placed on the same step of the lower salary range as he/she held on the range from which demoted. In cases of demotion for other than disciplinary reasons, and for good cause, the Board, upon the recommendation of the Superintendent, may fix the salary of the unit member's demotion at any step within the appropriate salary range. In either case, his/her salary anniversary date shall not change.

- (2) Any unit member who has taken a voluntary demotion, or is demoted for other than disciplinary reasons and for good cause and subsequently accepts a promotion to a higher class than his/her former class before the demotion, shall have his/her salary placement determined on the basis of his/her former higher class in accordance with promotional policies under 6.3.9a.

c. Salary on Transfer

Any unit member who is transferred from one position to another position in the same class, or to another position in a class having the same salary range, shall be compensated at the same step in the salary range as he/she previously received, and his/her salary anniversary date shall not change.

d. Salary on Position Re-classification

The salary of the employee of a position which is re-classified shall be determined as follows:

- (1) If position is re-classified to a class having the same salary range, the salary and anniversary date of the incumbent shall not change.
- (2) If the position is re-classified to a class which has a higher salary range, then the incumbent shall be placed on the step of the new salary range that is the same as the step the unit member was on in the previous range.
- (3) If the position is re-classified to a class which has a lower salary range, the salary of the incumbent shall be adjusted to the step in the new range which provides the same salary he/she was receiving immediately preceding the effective date of the new range. If there is not such step, his/her salary shall be adjusted as provided here-in-below.
 - (a) Step-Assignment
 - (1) If the current salary of the employee is less than the maximum salary for the new class, he/she shall be assigned to the step in the new range having a salary nearest the salary he/she was receiving immediately preceding the effective date of the new range.
 - (2) If the current salary of the employee is greater than the maximum salary for the new class, he/she shall be paid at his/her current salary. Such salary, plus any cost of living adjustments granted the employee, will be maintained until such time as the highest step (presently Step 9) in the new range exceeds the employee's salary.

(b) Salary to be Paid When Step Assignment Determined

- (1) If the current salary of the employee is less than the salary of the step to which he/she was assigned, then the employee's salary shall be increased on the salary of the step to which he/she was assigned.
- (2) If the current salary of the employee is greater than the salary of the step to which he/she was assigned, the "Y" rate principle shall apply, and his/her salary shall remain unchanged as provided for in Section 6.3.6.

In any case, the incumbent shall retain the same anniversary date.

e. Salary placement for new employees

New employees shall be placed in the salary range associated with their Classification with credit given for directly related full-time paid experience as follows:

0-23 months	Step 1
24-47 months	Step 2
48-71 months	Step 3
72-95 months	Step 4
96-119 months	Step 5
120 months or more	Step 6

A new employee may be placed on Step 7 due to extraordinary circumstances if approved by both the Area Vice President and the Vice President, Human Resources.

6.4 Career Increments for Classified Personnel

6.4.1 10 Years

A unit member who is employed not less than four (4) hours a day, five (5) days a week, and who has served in the employ of the Santa Barbara Community College District for ten (10) years shall be granted a career increment of 5% of the basic salary per month to which he/she is entitled in his/her respective position, time assignment, and salary schedule classification established by the Board of Trustees.

6.4.2 15 Years

A unit member who is employed not less than four (4) hours a day, five (5) days a week, and who has served in the employ of the Santa Barbara Community College District for fifteen (15) years shall be granted a career increment of 10% of the basic salary per month to which he/she is entitled

in his/her respective position, time assignment, and salary schedule classification established by the Board of Trustees.

6.4.3 20 Years

A unit member who is employed not less than four (4) hours a day, five (5) days a week, and who has served in the employ of the Santa Barbara Community College District for twenty (20) years shall be granted a career increment of 15% of the basic salary per month to which he/she is entitled in his/her respective position, time assignment, and salary schedule classification established by the Board of Trustees.

6.4.4 In determining eligibility for such career increments, the following leaves do not constitute a break in service:

- a. Time spent on earned vacation, sick leave, bereavement leave, and industrial accident or illness leave for which salary benefits are provided by the District, and on military leave.
- b. Authorized absences without salary for a period of thirty (30) calendar days or less.

6.4.5 In determining eligibility for such career increments, authorized absences without salary in excess of thirty (30) calendar days do constitute a break in service.

6.4.6 The service applicable toward career increment eligibility shall commence on the employment date as specified in Section 6.3.2.

6.5 Employee Expenses and Materials

6.5.1 Uniforms

The District shall pay the cost of the purchase, lease, rental, cleaning and maintenance of uniforms, lab coats, equipment, identification badges, emblems, and cards required by the District to be worn or used by Bargaining Unit Employees in the following classes: Custodial, Grounds, Food Service, Maintenance, Security, Warehouse; Lab Teaching Assistants/Lab Technicians.

6.5.2 Safety Equipment

Should the District require use of any equipment or gear to insure the safety of the employee or others, the District agrees to furnish such equipment or gear, or to reimburse the employee for the full cost of procuring such.

6.6 Physical Examinations

The District agrees to provide the cost of any medical examination requested by the District.

6.7 Professional Growth

6.7.1 Professional Growth Increments

Professional Growth will consist of eight steps to be earned in increments of \$250 each as described in the Professional Growth Manual. Twelve (12) Professional Growth Units are required to earn an increment.

6.7.2 Evaluation of Professional Growth Credits for CSEA Unit Members

Applications for Professional Growth credit for classified employees who are CSEA unit members shall be evaluated by a CSEA Professional Growth Committee consisting of a member of the Human Resources staff or their designees appointed by the Vice President of Human Resources and a member appointed by CSEA.

Human Resources shall continue to have oversight of the Professional Growth Program for CSEA unit members including but not limited to the distribution of forms and initiation of this process during the fall and spring semesters as specified in the Professional Growth Program.

Article 7: HOURS

7.1 The regular work week of a full-time unit member normally is forty (40) hours Monday through Friday, and the regular work day shall be eight (8) hours. The scheduling of the hours and the work week, however, shall be at the sole discretion of the District management as to any employee hired after July 15, 1977, and provided that an alternate work week shall be permitted by mutual agreement between any unit member who is a permanent employee on July 15, 1977, and the District, except that permanent unit members who are on an alternate workweek on July 15, 1977, are deemed to have agreed to the alternate work week they are then working.

7.1.1 Flexible Work Schedule

A bargaining unit employee may, subject to approval by his/her immediate supervisor, work a flexible work schedule. A flexible work schedule means an eight (8) hour workday in which the employee may vary his/her starting and ending time. The supervisor may, subject to two weeks notice terminate an employee's flexible work schedule. The termination of a flexible work schedule shall not be for arbitrary and/or capricious reasons.

7.2 The District will provide compensation or compensatory time off at a rate equal to one and one-half (1 1/2) times the regular rate of pay for unit members designated by the District and authorized to perform such overtime. Overtime is any time required, suffered or permitted, to be worked in excess of eight (8) hours in any work day or any time in excess of forty (40) hours in any calendar week. This provision does not apply to unit members whose regular work day is less than eight (8) hours or whose work week is less than forty (40) hours or whose positions are excluded from overtime provisions in accordance with Education Code Section 88029, except as provided in Education Code Section 88027. For the purpose of computing the number of hours worked, time during which the unit member is excused from work because of holidays, sick leave, vacation, compensated time off, or other paid leave of absence, shall be considered as time worked by the unit member.

7.3 Notwithstanding Sections 7.1 and 7.2 of this Article, the workweek for any unit member having an average work day of four (4) hours or more during the workweek shall consist of no more than five (5) consecutive working days. Such a unit member shall be compensated for any work required, suffered or permitted, to be performed on the sixth (6th) and seventh (7th) day following the commencement of the workweek at a rate equal to one and one-half (1 1/2) times the regular rate of pay of the unit member designated by the District and authorized to perform the work.

7.4 All unit members who have a work day of six (6) hours or more shall be entitled to take a non-paid duty-free lunch period of not less than thirty (30) minutes per day; such unit employees shall be entitled to elect to take a lunch period of 45 minutes, provided that the length of work day is not shortened, and provided further that once the employee makes such an election it shall remain in full force and effect for a period of at least three (3) months unless the supervisor and the employee can mutually agree on a shorter period. Unit members may request a one (1) hour lunch period; subject to supervisor's approval, provided that the

extra thirty (30) minutes taken is made up on the same day; the decision by the supervisor as to when the extra time is made up shall not be arbitrary and capricious. All bargaining unit members will be granted a rest period of fifteen (15) minutes for every four (4) hours of work, as scheduled by the District.

Employees will not be encouraged or required to miss meal periods or rest periods. Employees may not miss meal periods and/or rest periods in order to shorten the work day.

7.4.1 Unit members who are working from 4:30 to 5:30 P.M., shall be allowed one (1) hour per month, from 4:30 to 5:30 P.M., for a total of ten (10) months per year, to attend CSEA chapter meetings. CSEA shall provide to the Vice President, Human Resources a list of the above- referred to unit members who attend each meeting.

7.5 In the event a unit member who regularly works less than eight (8) hours a day and forty (40) hours a calendar week is designated and authorized to work in excess of the number of hours a day or week for which he/she is customarily employed, and such additional hours of work, together with the customary hours of work, do not exceed eight (8) hours a day, he/she shall be compensated for such additional hours at his/her regular rate of pay on a one-for-one basis. Overtime service in excess of eight (8) hours a day shall be compensated at the overtime rates specified for full-time unit members.

7.6 Overtime work for unit members shall only be ordered and authorized in advance by the Superintendent/President, division head, or department head having jurisdiction and only under circumstances where the interests of the District will clearly be served by such overtime services. The District shall make a reasonable attempt to insure that overtime is rotated among custodians and groundskeepers in the bargaining unit.

Overtime work shall be compensated as he/she directs as follows:

7.6.1 Either cash compensation at the rate of one and one-half (1 1/2) times the regular rate of pay of the unit member designated and authorized to perform the overtime work; or

7.6.2 Compensatory time off at the rate of one and one-half (1 1/2) times the number of hours of authorized overtime work; or

7.6.3 A combination of cash compensation and compensatory time off as arranged in accordance with terms set forth in this policy;

7.6.4 Compensatory time shall be taken off in units of one-half (1/2) hour or more at times approved by the immediate supervisor.

Compensatory time off shall be granted and taken not later than twelve (12) calendar months following the week in which the overtime was worked and at such times as arranged that will not impair the services rendered by the District and office to which the unit member is assigned. Overtime may be compensated with time and one-half compensation time credits in lieu of cash payments up to

a maximum of 240 comp. time hours (160 hours straight time equals 240 hours comp. time).

Compensatory time not taken by the employee within twelve (12) months of accrual shall be paid out.

- 7.7 Notwithstanding anything herein to the contrary, the Governing Board of the District may establish a ten-hour per day, forty-hour four consecutive-days workweek in accordance with Education Code Section 88040 as amended.
- 7.8 In the event a unit member is permitted to take uncompensated time off for not to exceed eight (8) hours because of personal emergency, and the unit member desires and is permitted to make up the time lost within the current and/or next succeeding calendar week in order to avoid salary deduction for the time lost, said unit member shall not be deemed to have worked overtime or to qualify for overtime compensation to the extent that he/she is making up the time lost because of the personal emergency.
- 7.9 Any unit member called in or called back to work after completion of his/her regular assignment shall be compensated for at least two (2) hours of work at the rate of one (1) and one-half (1/2) times the employee's regular rate of pay (cash compensation or compensatory time off).
- 7.10 Employees may request the opportunity to telecommute. The approval and conditions under which such requests will be granted are subject to the District's sole discretion, provided that the working conditions are consistent with the terms of this Agreement. If, on the other hand, the requested telecommuting would result in working conditions for any unit members which are inconsistent with the terms of this Agreement, the District shall notify the Association and provide it with an opportunity to negotiate regarding any changes to the working conditions, to the extent such changes are within the scope of representation.

Article 8: HOLIDAYS

8.1 Except as otherwise provided, all unit members shall be entitled to the following paid holidays provided they were in a paid status during any portion of the working day immediately preceding or succeeding the holiday. Payment to eligible part-time unit members for such holidays shall be appropriately pro-rated in the proportion that the actual time worked excluding overtime, bears to time served in a full-time position.

8.1.1 Holidays specified by Education Code: January 1, third Monday in January (Dr. Martin Luther King, Jr. Day), February 12 (Lincoln Day), third Monday in February (Washington Day), last Monday in May (Memorial Day), July 4, first Monday in September (Labor Day), November 11 (Veteran's Day), Thanksgiving Day, December 24, December 25, and every day appointed by the President of the United States or the Governor for a public fast, thanksgiving, or holiday as specified in the Education Code.

When such a holiday falls on a Sunday, the following Monday shall be deemed to be a holiday in lieu of the day observed. When such a holiday falls on a Saturday, the preceding Friday shall be deemed to be the holiday in lieu of the day observed.

When the District requires a unit member to work a workweek other than Monday through Friday, or if such unit member consents to a workweek including Saturday or Sunday or both, and as a result thereof the unit member loses a holiday to which he or she would otherwise be entitled, the District shall provide a substitute holiday for such unit member, or provide compensation in the amount to which the unit member would have been entitled had the holiday fallen within his or her normal work schedule.

8.1.2 Holidays specified by the Board of Trustees for unit members:

Friday following Thanksgiving, four (4) consecutive working days between Christmas Day and New Year's Day; and every other day which the Board specifies as a holiday for unit members.

8.2 Regularly employed unit members who are not normally assigned to duty during the winter vacation period encompassing December 25 and January 1 shall be paid on an appropriate pro-rated basis for these two holidays provided they were in a paid status during any portion of the working day of his/her normal assignment immediately preceding or succeeding the holiday period.

8.3 Paid status is defined as including time worked and time during which any unit member is excused from work but paid because of holidays, sick leave, vacation, compensatory time off, or other paid leave of absence.

8.4 Prior to July 1 of any school year, the Board of Trustees may designate other days during each such year as the holidays to which unit members shall be entitled in lieu of holidays on February 12, third Monday in February, last Monday

in May, November 11, provided that such designated in-lieu days shall provide for at least a three-day weekend.

- 8.5 Except as otherwise provided, whenever a unit member is required to work on a specified holiday, he/she shall be paid compensation or given compensating time off (at the employee's option) for such work at a rate equal to time and one-half in addition to the regular pay received for the holiday.
- 8.6 Unit members who are assigned for work exclusively on weekends and holidays and who are paid at a special salary rate that recognizes the exclusive weekend and holiday peculiarity, shall be exempted from the provisions of overtime and holiday compensation and shall be paid for such weekend and holiday work at a special salary rate prescribed by the Board of Trustees.

8.7 Academic Calendar

During the fall semester of each year, the Dean of Educational Programs (Admissions and Records) shall send copies to the CSEA President when calendar options are being developed. The CSEA's views, preferences or potential impact on classified unit members regarding the developed calendar options will be sent to the Executive Vice President, Educational Programs by the President of the CSEA in writing within 20 working days of receipt.

CSEA shall be informed by the Dean of the Academic Senate's selection of an option. Provided that CSEA has presented unit member's views, preferences or potential impact on classified unit members to the Executive Vice President, Educational Programs and if CSEA is not then satisfied with the selected option, it may request that the District shall negotiate the impact of the selected college calendar upon the terms and conditions of the CSEA Agreement.

Article 9: VACATION

- 9.1 For the purpose of this section, "continual service" shall mean employment for ten (10) or more calendar months of each school year.
- 9.2 A new unit member shall not be eligible to take more than six (6) days, or the proportionate amount to which he/she may be entitled, until the first day of the calendar month after completion of six (6) months of continuous service with the Santa Barbara Community College District. Under certain circumstances and only upon written approval of the Human Resources Affairs Department, a vacation may be granted an employee during his/her first six (6) months. The scheduling of all vacations shall be within the sole discretion of the District. Each regular full-time unit member shall be entitled to vacation leave with pay, subject to the following provisions:
- 9.2.1 From the employment date of full-time service, unit members earn one (1) working day credit for each calendar month, or major fraction thereof, of employment.
- 9.2.2 After the completion of the second (2nd) year of full-time continual service, unit members shall earn 1 1/4 working days of credit for each calendar month, or major fraction thereof, of employment.
- 9.2.3 After the completion of the seventh (7th) year of full-time continual service, unit members shall earn 1 1/2 days of credit for each calendar month, or major fraction thereof, of employment.
- 9.2.4 After the completion of twelve (12) years of full-time continual service, unit members shall earn 1 2/3 working days of credit for each calendar month, or major fraction thereof, of employment.
- 9.2.5 After completion of the eighteenth (18th) year of full-time continual service, unit members shall earn 1 5/6 working days of credit for each calendar month, or major fraction thereof, of employment.
- 9.2.6 After completion of the twenty-third (23rd) year of full-time continual service, unit members shall earn 2 1/12 working days of credit for each calendar month, or major fraction thereof, of employment.
- 9.2.7 Unit members whose positions are excluded from overtime provisions in accordance with Education Code Section 88029 shall earn an additional 1/4 working day of vacation credit for each calendar month, or major fraction thereof, of employment. However, no unit member shall earn more than twenty-five (25) working days of vacation per year.

- 9.3 It is the policy of the Santa Barbara Community College District that vacation be taken annually; however, vacation credit may be accumulated to a total, as of June 30th each fiscal year, not exceeding that which the unit member could earn in twenty-four (24) months.

Employees over-the-cap as of June 30 of the year:

1. Receive an end-of-year payout. These employees must schedule an under-the-cap vacation plan for the following year, with their supervisor, by July 31 of that new fiscal year. Ten (10) and eleven (11) month employees need to commit to a vacation schedule within their first month of their return to campus.
 2. If the employee chooses to not take the scheduled vacation and remains over-the-cap at the end of the fiscal year, they will lose the days over-cap. Exceptions refer to contract code article 9.8 This will be an automatic reopener item.
 3. If the supervisor and employee mutually agree that the employee's scheduled vacation needs to be rescheduled, options include:
 - a. Reschedule vacation before the end of the fiscal year
 - b. Payout of vacation over-cap if unable to reschedule vacation before the end of the fiscal year.
- 9.4 Whenever a vacation period includes any declared holidays (other than Saturdays and Sundays), it shall be extended by a number of days equal to said included holidays.
- 9.5 All unit members rendering less than full-time service shall be entitled to a pro-rated portion of vacation credits computed on a ratio that the hours, days, or months worked bear to full-time service.
- 9.6 Upon separation from employment, unit members who have not completed six (6) months employment in probationary status shall not be entitled to payment of accrued vacation, as they are not yet vested in this accrual. Permanent unit members who separate from employment will receive unused, accrued vacation at the rate of pay earned at the time of separation.
- 9.7 Vacations must be scheduled in advance and must be taken at times convenient to the department to which the unit member is assigned. Requests for vacation must be made in writing and approved by the immediate supervisor. Supervisors shall make a reasonable effort to schedule vacations for the dates requested by individual unit members and shall respond to any unit member's request for vacation within five (5) working days upon receipt of the request. Once a written vacation request has been approved by the Supervisor, the scheduled vacation time can not be changed or cancelled, by either the Supervisor or unit member, except by mutual agreement.

When it is convenient to the Department and when two or more unit members' requests are for vacations in the same time period, the unit member with the greater seniority shall be granted his/her request. If the unit members involved have equal seniority, then priority shall be established by lot.

All ten (10) and eleven (11) month unit members shall take earned vacations during the Christmas and/or Spring vacations or as otherwise approved by the immediate supervisor.

9.8 Illness and Bereavement While on Vacation

Any permanent unit member who commences his/her prescribed vacation period and subsequently becomes ill or is bereaved before his/her vacation period has been completed shall be placed on sick leave or bereavement leave, as appropriate, under the following conditions:

- 9.8.1 If the illness or bereavement is for three (3) consecutive days, or more; and
- 9.8.2 If the illness or bereavement is such that had the unit member been working, he/she would have been absent on sick or bereavement leave; and
- 9.8.3 If the request is filed with the Human Resources Department within two (2) weeks of the illness or bereavement or within, at the latest, one (1) week of his/her return to duty unless extraordinary, extenuating circumstances exist which prevent such filing; and,
- 9.8.4 If the filed request fully outlines the reasons for the request and is fully substantiated to include medical reports in the case of illness.

When all or part of a unit member's vacation is to be converted to illness or bereavement leave, the appropriate vacation credit shall be restored to the unit member's earned vacation balance. If possible, he/she shall be granted opportunity to consume this vacation credit in order not to exceed the limit on accrued vacation, as defined in Section 9.3.

Article 10: TRANSFER AND DEMOTION

- 10.1 Transfers of bargaining unit members may be initiated by the District management or requested by the bargaining unit employee at any time. A unit member affected by such transfer shall be given forty-eight (48) hours notice prior to the effective date of the transfer. A conference will be held between the appropriate management person and the unit member in order to discuss the transfer.
- 10.2 For the purpose of this section, a "transfer" shall mean the reassignment of a unit member from one position to another position in the same class or to a position in a similar or related class with the same salary range. (See Section 6.3.9c., Salary on Transfer.)
- 10.3 A permanent unit member may request voluntary demotion to a class with a lower maximum salary rate. Such requests require the approval of the immediate supervisor, the department head, and that of the head of the department to which he/she is to be assigned. (See Section 6.3.9b., Salary on Demotion.)
- 10.4 A unit member desiring a transfer shall file a written request with the Human Resources Department. The Human Resources Department shall retain the employee's request for transfer for one (1) calendar year. Unless the transfer request is renewed by the unit member, it shall be removed from the transfer file.
- 10.5 When a new position is created or an existing position becomes vacant, the District shall, prior to advertising the position, consider those bargaining unit employees serving in the District who have a transfer request on file, provided that the unit employee meets the established qualifications for the vacant position. The final selection is within the sole discretion of the District management.
- 10.6 Transfers shall not change the employee's salary rate, anniversary date, or accumulated benefits. However, if the employee is transferred to another class, his or her seniority in that class shall begin on the date of the transfer.
- 10.7 Involuntary transfers shall be discussed with the employee by his/her supervisor and the Vice President, Human Resources.

Article 11: PROMOTIONS

Permanent Employee Preference

All persons involved in the screening, interviewing and selection process are encouraged to give preference to permanent classified service employees of the District, provided that education, experience, knowledge, and abilities of such employees are equal to those of non-District applicants.

Article 12: PROBATIONARY PERIOD

12.1 Duration of Probation

All original and promotional appointments in the classified service shall be subject to the serving of a probationary period, which shall be considered a part of the examining process.

12.2 Length of Probationary Period

The probationary period for new employees shall be twelve (12) months of service in paid status in the position to which assigned and six (6) months for promotional appointments. In the case of promotion the unit member's anniversary date shall be changed to the date of completion of the probationary period.

A permanent employee in the classified service who vacated his/her position to accept a probationary promotion to a class in a higher level and who is rejected during the probationary period shall be reinstated to his/her former class of position unless the reasons for which s/he was terminated from the promotional position were such as to constitute cause for dismissal. Any permanent employee who is displaced as a result of this policy shall have displacement rights as provided for in the Article 14 Layoffs, Section 14.2.9, Displacement Rights.

An employee who is promoted during his/her probationary period shall serve a new probationary period of six (6) months or the remainder of the original twelve (12) month probationary period, whichever is longer.

12.3 Not Subject to Grievance Procedure

Article 12 is not subject to the grievance procedure.

Article 13: SAFETY

13.1 Safety Considerations

The District shall be responsible for providing safe working conditions for unit members and for prescribing appropriate safety standards. The District shall meet the safety and health standards mandated by the California Occupational Safety and Health Act. Unit members shall be responsible for complying with applicable safety standards, including completing accident and safety reports, and for practicing basic safety measures. Unit members shall report to their immediate supervisor, preferably in writing, suspected unsafe conditions. The District shall investigate all reports of suspected unsafe conditions, and shall take necessary steps to correct unsafe conditions. All written reports submitted to the District shall be responded to within a reasonable time. The intent of this section is to provide timely resolution of safety concerns. CSEA will encourage employees to maintain safe working conditions and to improve the cleanliness of all departments, machinery, equipment, and facilities used by the employees so that the safety of all individuals may be assured.

The District shall have a District standing committee that deals with safety/security issues to promote and encourage safety awareness and accident prevention through the exchange of information with District employees. CSEA will have two at large voting representatives on this committee and the right to also appoint two voting representatives from any of the following work groups: Food Services, Facilities & Operations, Cosmetology, Laboratory Technician from sciences. Employees may report any real or potential unsafe conditions to their representative on this committee.

Article 14 LAYOFFS

General

Layoffs in the classified service may be effected for lack of work or lack of funds. Normally such layoffs will be effected at the end of a fiscal year. An employee subject to layoff will be given at least sixty (60) days notice before the layoff will be effective.

14.1 Order of Layoff

14.1.1 Whenever a unit member is laid off, the order of layoff within the class shall be determined by length of service. The unit member who has been employed the shortest time in the class where layoffs are required, plus higher classes, shall be laid off first.

For purposes of this section, "length of service" shall be determined by the date a unit member first entered into probationary status in the classified service of the District. Seniority in a particular class shall be determined by the hire date in that class. "Length of service" shall include all service in paid status and military leave of absence.

14.1.2 Time in the Class

- a. An employee who is changed from one job classification to another (due to promotion, reassignment, reclassification) shall have his/her seniority in the new class begin on the date of the change in classification.
- b. Exceptions to this are where only the title has been changed, former classification has been eliminated, and in cases of demotion. In these cases, the employee's seniority shall be computed from the date of his/her earliest entrance into the former classification.
- c. For purposes of this Agreement seniority for employees who have been reclassified as a result of the implementation of the 2005 Ewing Study shall be treated in the same manner as set forth in subsection (b) above.

14.2 Rights of Employees Upon Layoff

14.2.1 A re-employment list for each class subjected to layoffs will be established and maintained for at least 39 months or until exhausted, whichever is sooner.

14.2.2 The names of employees who are laid off will be placed on

the re-employment list in accordance with length of service in the class, plus higher classes, and they shall be re-employed in accordance therewith as vacancies occur in the class for which the list has been established.

- 14.2.3 Persons on a layoff re-employment list will be re-employed over all other candidates for the position vacancy except for re-employment list established in accordance with the provisions of Education Code Sections 88192 and 88195 when those lists were established after the layoff was effected.
- 14.2.4 When re-employment lists are in effect in accordance with Education Code Sections 88192 and/or 88195 and persons thereon have served in the class effecting layoffs, they will be placed on the layoff re-employment list according to seniority if they would have been laid off had they been in active service.
- 14.2.5 Offer of Re-employment. When a vacancy occurs in a class for which layoff reemployment list has been established, the senior employee will be notified in writing at the last known address given the District by the employee and given an opportunity to accept the vacancy. The laid-off employee may decline the offer of employment and retain his/her position on the list. If he/she twice declines an appointment, his/her name will be removed from the list and he/she forfeits all rights to which he/she would otherwise be entitled.
- 14.2.6 An employee required to be laid off may be assigned to a position vacancy in another class for which he/she is qualified. Such assignment will not be made on previous length of service, but if so assigned, salary schedule placement will be made on the basis of prior service. In the event of future layoffs within the new class of assignment, length of service for layoff purposes will be counted only from the time of assignment to the position.
- Assignment to a position vacancy in another class under this rule, in no manner voids the employee's layoff rights under other subsections.
- 14.2.7 Rights Upon Re-employment. A person re-employed from a layoff list will, upon resumption of his/her duties, be fully restored as a permanent employee and the break in service will be disregarded.
- 14.2.8 Acceptance of Substitute or Short-Term Employment. An employee who has been laid off for lack of work or lack of funds and who is on a layoff re-employment list may be re-employed as a substitute or short-term employee (as that latter term is defined in Education Code 88003) in any class for which qualified and such employment shall in no manner jeopardize or otherwise affect his/her status or eligibility for re-employment.

The District will attempt to provide substitute or short-term employment to those on a re-employment list in accordance with their relative seniority but are not bound by seniority.

- 14.2.9 Displacement Rights.
- a. An employee in the classified service who is laid off from a class and who has previous service in an equal or lower class shall have the right to displace an employee with less seniority in that class. Seniority shall include the total of the previous service in the equal or lower class plus service in the class from which layoff occurs and in higher classes.
 - b. A classified employee who is displaced by an employee with greater seniority shall have displacement rights as though he/she had been laid off for lack of work or lack of funds.
- 14.2.10 Seniority Roster. The District shall maintain a seniority roster indicating employees' class seniority. Such rosters shall be available to CSEA upon request.
- 14.2.11 Any reduction in regularly assigned hours shall be considered a layoff under the provisions of this Article.
- 14.2.12 Equal Seniority. If two (2) or more employees subject to layoff have equal class seniority, the determination as to who shall be laid off will be made on the basis of the greater bargaining unit seniority or, if that be equal, the greater hire date seniority, and if that be equal, then the determination shall be made by lot.
- 14.2.13 Notwithstanding the foregoing, CSEA retains the right to bargain further effects of layoff and/or reduction of hours on a case-by-case basis. Such right to bargain, however, will not delay the implementation of the layoff/reduction of hours.

Article 15: EVALUATIONS

- 15.1 All unit members shall be evaluated by their immediate supervisors in accordance with the following schedule:
- 15.1.1 Probationary unit members - at least at the beginning of the fourth (4th), eighth (8th), and the eleventh (11th) month of service.
 - 15.1.2 Permanent unit members - at least once each twelve (12) month period.
 - 15.1.3 Promotions - at least at the beginning of the fourth (4th) and sixth (6th) month of service
- 15.2. The evaluation shall indicate whether the unit member has achieved the standard of work performance required. The evaluation shall include a discussion between the unit member and his/her immediate supervisor regarding the employee's performance during the evaluation period, personal development, and progress toward goals, if any, established at the previous evaluation meeting or as of initial employment. The evaluation shall be completed on the form developed by CSEA and the District (Appendix D).
- 15.3 Each unit member shall be given a copy of the completed evaluation form prepared by his/her supervisor regarding his/her progress. Copies of the completed evaluation shall be available to the department head, and shall be available to the Superintendent, and the Board of Trustees on a need to know basis. A completed copy of the evaluation shall be forwarded in a timely manner to Human Resources. Submission to HR should not be delayed by employee delay or refusal to sign the completed evaluation.
- 15.4 The employee shall have the right to review and respond to any evaluation prepared pursuant hereto.
- 15.5 The signature of the unit member on the evaluation form shall not necessarily be construed to mean agreement with the contents of the evaluation report.

Article 16: LEAVE PROVISIONS

The benefits which are expressly provided by this Article, are the sole benefits which are part of this collective Agreement, and it is agreed that other statutory or regulatory leave benefits are not incorporated, either directly or implied, into this Agreement, nor are such other benefits subject to the grievance procedure, Article 3.

16.1 Sick Leave

- 16.1.1 Sick leave is the authorized absence of a unit member because of personal illness or injury or exposure to contagious disease.
- 16.1.2 Full-time unit members shall accrue sick leave for personal illness or injury at the rate of one (1) day for each calendar month of service or major fraction thereof during the fiscal year.
- 16.1.3 For unit members, "immediate family" means mother, mother-in-law, father, father-in-law, grandmother or grandfather of the unit member or the spouse or domestic partner of the unit member, spouse, domestic partner, grandchild, son, son-in-law, daughter, daughter-in-law, stepson, stepdaughter, step-parents, brother or sister of the unit member, and any other relative living in the immediate household of the unit member.
- 16.1.4 Unit members serving less than a fiscal year or on less than a full-time basis shall accrue sick leave in proportion that the time worked bears to a fiscal year of full-time service.
- 16.1.5 A new unit member of the District shall not be eligible to take more than six (6) days, or the proportionate amount to which he/she may be entitled under Education Code Section 88191 or 88196, until the first day of the calendar month after completion of six (6) months of active service with the District.
- 16.1.6 Unused sick leave provided above shall be accumulated from year to year with no cumulative limit.
- 16.1.7 Legal holidays, Saturdays, and Sundays shall not be counted as any part of said sick leave unless the unit member is obligated to work on such days.
- 16.1.8 Whenever a unit member is absent because of illness or injury, the unit member shall submit their absence information in the assigned system to his/her supervisor.

Additionally, whenever the unit member is absent for more than five (5) consecutive working days, the unit member must submit to the Human Resources Department verification by the unit member's medical authority, in order to establish the validity of such medical absence of more than five (5) consecutive working days. Such verification from the medical authority shall include either (1) a statement concerning the unit member's illness or injury (using the District's Medical Verification for Leave/Return to

Work form) or the District's Medical Verification for Extended Leave/Return to Work Certification forms as appropriate) which resulted in an absence of more than five (5) consecutive working days. The Superintendent may require that the District select one or more physicians at District expense to verify the frequent recurrence of the same illness or injury. Such verification will include a statement covering either the unit member's need for intermittent absence from work due to illness or injury or the degree of duty the unit member can assume within his/her assigned duties in the District. Under no circumstances may sick leave be used in lieu of, in addition to, or as vacation, except as provided in Section 16.3 of this Agreement.

- 16.1.9 Termination of a unit member's employment or service shall abrogate all sick leave accrued to the time of such termination. However, if such person subsequently re-enters employment or service within 39 months from the date of separation as provided in these policies, all benefits shall be restored.
- 16.1.10 Upon written request a new unit member who has been employed in a California public school district within one (1) year of the time he/she is employed by the Santa Barbara Community College District shall have any unused sick leave remaining from said former district transferred to the unit member's sick leave account in the Santa Barbara Community College District.
- 16.1.11 Upon separation from the District no remuneration will be paid for unused sick leave. Upon separation from the District, any absence due to illness or injury beyond authorized sick leave shall be deducted from the final warrant of the unit member.

16.2 Use of AB109 Sick Leave for Family Members

- 16.2.1 Employees may use sick leave to attend to the illness of a child, parent, spouse or domestic partner in addition to using sick leave for their own personal illness.
- 16.2.2 The amount of sick leave that any employee earns in a year will remain the same.
- 16.2.3 As defined by AB 109, "children and parents" are defined as biological, foster, adoptive, and step relatives. The term "child" also includes a legal ward, or a child of a person standing in *loco parentis*. The term "parent" also includes a legal guardian.
- 16.2.4 All conditions and restrictions placed by the employer upon the use of sick leave also shall apply to the use by an employee of sick leave to attend to an illness of the employee or the employee's child, parent or spouse. This includes but is not limited to the requirement that absence for illness of more than five days requires written verification. This same requirement

would apply to the use of sick leave to attend the illness of a child, spouse or parent.

- 16.2.5 AB 109 does not extend the maximum period of leave to which an employee is entitled under the state and federal family medical leave statutes. This period, generally, is three months and is unpaid leave. This unpaid leave would be used following exhaustion of accrued sick leave.

16.3 Personal Necessity

In addition to other leaves, unit members may use a maximum of ten (10) sick leave days as provided in Education Code Section 88191 in any fiscal year (at the unit member's election) in case of personal necessity for any of the following:

- 16.3.1 Death of a member of his/her immediate family, as defined in Section 16.1.3, when additional leave is required beyond that provided under bereavement leave.
- 16.3.2 Accident involving his/her person or property, or person or property of a member of his/her immediate family.
- 16.3.3 Appearance in any court or before any administrative tribunal as a litigant, party, or witness under subpoena or any order made with jurisdiction.
- 16.3.4 Any unexpected event involving damage or injury to personal property which has crucial significance for the unit member and his/her immediate family. The aftermath of fire, flood, falling objects, and burglary are examples. Such circumstances shall be reported by the unit member to his/her immediate supervisor without delay so that verification to the Payroll Department will occur within the next payroll period.
- 16.3.5 Death of a close personal friend or a member of the unit member's family not defined as "immediate member of the family."
- 16.3.6 Personal business that cannot reasonably be expected to be conducted outside of regular working hours.
- 16.3.7 Illness of a member of the unit member's immediate family.

16.4 Industrial Accident and Industrial Illness Leave

- 16.4.1 Leaves resulting from industrial accident or industrial illness shall be granted to unit members and used in lieu of entitlement granted under Section 16.1 of this Agreement, in accordance with the provisions of Education Code Section 88192.
- 16.4.2 A permanent unit member who has been employed for a period of at least one year shall be granted a leave of absence

with pay when he/she is absent due to an industrial accident or illness which arose out of and in the course of employment by the Santa Barbara Community College District in accordance with the following regulations:

- a. Any unit member who receives temporary disability benefits under Worker's Compensation laws of this state shall not be entitled to receive wages or salary from the Santa Barbara Community College District which, when added to the temporary disability benefits, will exceed a full day's wages or salary.
- b. During periods of temporary disability so long as the unit member has available for his/her use sick leave, compensating time off, or other paid leave of absence, the unit member shall be required to endorse his/her temporary disability checks payable to the Santa Barbara Community College District.
- c. When sick leave, vacation leave, compensating time off, or other available paid leave is used in conjunction with temporary disability benefits derived from Worker's Compensation, the unit member's salary shall be reduced only in the amount necessary to provide a full day's wage or salary when added to the temporary disability benefits of unit members.
- d. The accident must have been reported and verified according to administration regulations and must be accepted by the District's Worker's Compensation Insurance carrier as a bonafide injury arising out of and in the course of employment.
- e. Such leaves shall be for a maximum of sixty (60) working days in any one fiscal year for the same accident or illness. In the event that the sixty (60) days will overlap into the next fiscal year, the unit member shall be entitled only to those days remaining in the end of the fiscal year in which the accident or illness occurred.
- f. After a unit member utilizing industrial accident leave is released to return to work, any continued use of the leave (e.g. follow up medical exams, authorized treatments), should, when practicable, be scheduled to occur outside of the unit member's assigned work hours, but shall be allowed upon appropriate notice to the appropriate supervisor.
- g. Such leave shall not be cumulative from year to year.

- h. Leave benefits shall not be applied retroactively to any injury or illness occurring prior to initiation of service with the District.
- i. During all paid leaves of absence required as a result of industrial accident leave, sick leave, vacation, or other paid leave, the unit member shall endorse to the Santa Barbara Community College District wage loss benefit checks received under State Worker's Compensation laws. The Santa Barbara Community College District, in turn, shall issue the unit member appropriate forms for full payment of salary and shall make normal payroll deductions.
- j. After allowable industrial accident or illness leave is exhausted, accumulative sick leave, approved compensatory time due, and/or allowable vacation time may be applied against the unit member's continuing absence for the same injury, and the unit member shall continue to endorse his/her District's Worker's Compensation Insurance carrier's checks to the District. Also, the Board of Trustees may grant additional leave under the provisions of Education Code Section 88199.
- k. A unit member's industrial accident leave shall be suspended automatically for any period during which he/she is not within the State unless he/she has obtained prior approval of the Board of Trustees for absence from the State.
- l. The leave shall commence on the first day of absence and the amount of allowable leave shall be reduced by one (1) day for each day of absence authorized by said leave.
- m. If the unit member is not medically able to resume the normal duties of his/her position at the expiration of all available leaves of absence, he/she shall be placed on a re-employment list for a period of 39 months. If the unit member has medically recovered and is available during the 39-month period, he/she shall be employed in any vacant position in his/her previous classification over all other candidates except those on a re-employment list established as a result of a layoff in which case he/she shall be listed in accordance with appropriate seniority.
- n. Any unit member returning from such paid or unpaid leave of absence shall not have any loss or gain in status or benefits other than that which is specifically provided in applicable provisions of the Education Code. A unit member shall continue to receive seniority credit for all purposes while on such a paid or unpaid leave of absence.

- o. A unit member who fails to accept an appropriate assignment after being medically approved therefore shall be removed from the re-employment list. Appropriate assignment is defined as an assignment to the unit member's former class, in his/her former status and time basis, and in assignment areas in which the unit member has made him/herself available. Unit members removed from a re-employment list under this rule may appeal the removal to the Superintendent.
- p. The period of leave shall not be considered to be a break in service of the unit member.

16.5 Entitlement to Other Sick Leave

At the beginning of each fiscal year each permanent unit member shall be entitled to additional sick leave in an amount that when added to his/her accumulated sick leave as specified and referenced in Education Code Section 88196, shall not exceed 100 working days. Such days of paid sick leave in addition to those required by Education Code Section 88196 shall be compensated at the rate of fifty percent (50%) of the unit member's regular salary for absences for which the District has been provided appropriate verification as set forth in Article 16.1.8. The paid additional sick leave as herein authorized shall exclude with exception of accumulated sick leave all other paid leave, holidays, vacation, and compensating time, to which the unit member may be entitled. The paid additional 100 working days shall be credited whether or not the absence arises out of or in the course of employment of the unit member.

16.6 Bereavement Leave

- 16.6.1 Every unit member shall be granted necessary leave of absence not to exceed five (5) days on account of the death of any member of his/her immediate family.
- 16.6.2 No deduction shall be made from a salary of a unit member of the classified service granted a bereavement leave, nor shall such leave be deducted from any other leaves granted by other sections of these rules.
- 16.6.3 Additional bereavement leave, not to exceed six (6) days, may be allowed. If allowed by the Vice President of Human Resources, the days shall be deducted from the unit member's accumulated sick leave.
- 16.6.4 "Member of the immediate family" shall have the same definition as in Section 16.1.3.

16.7 Jury Duty and Witness Leave

- 16.7.1 Leave of absence for jury service shall be granted to any unit member who has been officially summoned to jury duty in local, state, or federal court. Leave shall be granted for a period of jury service. The unit member shall receive full pay while on leave provided that the jury service fee for such leave is assigned

to the District and the subpoena or court certification is filed with the Human Resources Department. Request for jury service leave should be made by presenting the official court summons for jury service to the Human Resources Department or by other verification to the Human Resources Department.

16.7.2 Leave of absence to serve as a witness in a court case shall be granted to a unit member when he/she has been served a subpoena to appear as a witness, not as a litigant, in the case. The length of the leave granted shall be for the number of days in attendance in court as certified by the clerk or other authorized officer of the court. The unit member shall receive full pay during the leave period, provided that the witness fee for such leave is assigned to the District and the subpoena or court certification is filed with the Human Resources Department. Request for leave of absence to serve as a witness should be made by presenting the official court summons to the Human Resources Department.

The jury service fee and witness fee referred to in the above do not include reimbursement for transportation expenses.

16.7.3 The unit member who has received leave of absence under this rule shall make him/herself available for work during normal hours when his/her presence is not required in court.

16.7.4 Any day during which any employee in the bargaining unit whose regular shift commences at 4:00 P.M. or after and who is required to serve on a jury or appear in court as a witness shall be relieved from work, with pay, for the number of hours served.

16.8 Maternity Leave

16.8.1 Unit members are entitled to use personal illness leave as set forth in Section 16.1 for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom on the same terms and conditions governing leave of absence for other illness or medical disability. Such leave shall not be used for child care, child rearing, or preparation for child bearing, but shall be limited to those disabilities as set forth above. The length of such disability leave shall be determined by the unit member and the unit member's physician; however, the District management may require a verification of the extent of disability through a physical examination of the unit member by a physician appointed by the District.

16.8.2 Nothing in this section shall be construed so as to deprive any unit member of sick leave rights under other articles of this Agreement for absences due to illness or injury resulting from pregnancy.

16.9 Miscellaneous Provisions

16.9.1 Military Leave

Military leave of absence shall be granted and compensated in accordance with state and federal law.

16.9.2 Leaves of Absence Without Pay

- a. The Superintendent may authorize a leave of absence without pay for any permanent or probationary unit member for a period not to exceed thirty (30) calendar days. Leaves of absence without pay in excess of thirty (30) calendar days may be approved by the Board of Trustees.
- b. A leave of absence shall be granted only to a unit member who desires to return therefrom to the classified service and who, at the time the leave is granted, has a satisfactory service record.
- c. Leave of absence without pay may be granted to a unit member for any of the following reasons:
 - (1) To attend school or college or to be trained to improve the quality of his/her service;
 - (2) If temporarily incapacitated by illness;
 - (3) If he/she is loaned to another governmental agency for the performance of his/her specific assignment;
 - (4) Or other authorized reasons.
- d. Authorized leave of absence without pay in excess of thirty (30) calendar days shall not be construed as a break in service. Rights accrued at the time the leave is granted shall be retained by the unit member. Vacation credits, sick leave credits, increases in salary, and other similar benefits shall not accrue to a person granted such leave during the period of absence. A unit member returning from a leave of absence without pay shall receive the same step in the salary range he/she received when he/she began his/her leave of absence. Time spent on such leave without pay shall not count toward service for increases within the salary range, and the unit member's salary anniversary date shall be postponed one (1) calendar month for each month, or major fraction thereof, of leave taken.

16.9.3 Additional Leaves for Non-industrial Accident or Illness

A permanent unit member who has exhausted all entitlement to sick leave, vacation leave, compensatory time off, or other available paid leave and who is absent because of non-industrial accident or illness may, with the recommendation of the Superintendent and approval of the Board of Trustees, be granted six (6) months' leave, paid or unpaid, as determined by the Board, not to exceed eighteen (18) months. Refer to Education Code Section 88195.

16.9.4 Absence Without Leave

All unauthorized or unreported absences shall be considered as absence without leave, and a deduction of pay shall be made for each period of such absence. Such absence may be made the grounds for disciplinary action and will serve to interrupt continuous service. Absence without leave, voluntary or involuntary, for ten (10) consecutive working days is automatic resignation from the District.

16.9.5 Reporting of Absences

- a. Any unit member of the classified service who is absent from duty for any reason shall report the reason therefore to his/her supervisor immediately on the day of absence or before, if possible, and in any case, at the earliest practicable time.
- b. The Payroll Office records shall be considered the official District record for absences from work.

16.10 Family Care Leave

To the extent not already provided for under current leave policies and provision the District will provide family and medical care leave for eligible employees as required by state and federal law. The following procedures set forth certain of the rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the federal Family and Medical Leave Act of 1993 ("FMLA"), and the regulations of the California Family Rights Act ("CFRA"). Unless otherwise provided by this policy, "leave" under this policy shall mean leave pursuant to the FMLA and CFRA.

16.10.1 Terms of Leave

- a. . Family care and medical leave shall not exceed twelve (12) work weeks (or twenty-six (26) weeks to care for a covered service member) during any twelve (12) month period. Where FMLA leave qualifies as both military caregiver leave and care for a family member with a serious health condition, the leave will be designated as military caregiver leave first.

- b. The twelve (12) month period for calculating leave entitlement will be a rolling 12-month period measured backward from the date leave is taken and continuous with each additional leave day taken.

16.10.2 Intermittent/Reduced Work Schedule Leave

Leave related to the serious health conditions of the unit member or his/her child, parent, spouse, or domestic partner may be taken intermittently or on a reduced work schedule when medically necessary. In such a case, the District may limit leave increments to the shortest period of time that the payroll system uses to account for absences or use of leave.

If the leave is foreseeable based on planned medical treatment, the unit member may also be required to transfer temporarily to a different job that has the equivalent pay and benefits but could better accommodate recurring periods of leave. The unit member must be qualified for the position, but the position does not need to have equivalent duties. Transfer to an alternative position may include altering an existing job to better accommodate the unit member's need for intermittent leave or a reduced work schedule.

16.10.3 Maintenance of Benefits

- a. Leave under the terms of FMLA and/or CFRA is unpaid. During the period of family care and medical leave, the unit member shall continue to be entitled to participate in the District's medical and dental plans. In accordance with the federal law, the District shall pay the unit member's regular health benefits contributions for up to twelve weeks during the 12-month period.
- b. If the unit member fails to return from leave after the leave period has expired for a reason other than the continuation, recurrence or onset of a serious health condition of the unit member or his/her family member which would entitle the unit member to leave, or because of circumstances beyond the unit member's control, the employee will be required to reimburse any health plan premiums paid by the District during the period of leave. The District shall have the right to recover premiums through deduction from any sums due to the employee from the District (eg., unpaid wages, vacation pay).
- c. The unit member shall also continue to be entitled to participate in pension and retirement plans and/or any other welfare benefit plan to the same extent and under the same conditions as apply to an unpaid leave taken for any other purpose. In the absence of these conditions, the unit member shall continue to be entitled to participate in these plans and the District may, at its discretion, require the unit member to pay the premium for periods not covered by accrued leave.

16.11 Catastrophic Illness Leave Donation Program

- a. Purpose: The purpose of this program is to allow permanent bargaining contract unit employees to donate their accrued, unused sick leave to catastrophically ill or injured fellow employees (faculty, staff, or administrators) who have completely exhausted other paid leave benefits. The program is voluntary.
- b. Contributions: Effective January 1, 1999 any unit member may donate up to five (5) days of accumulated sick leave to another unit member who has suffered a long-term catastrophic illness or injury and has exhausted all other available paid leave. Donations must be for a minimum of one day (eight (8) hours). Donations are irrevocable; unused days are retained by donee. Terminating employees may donate up to 6 days.
 - (1) The donating employee must, after the donation, retain a minimum of two year's (24 days) worth of accrued, unused sick leave from prior accumulations.
 - (2) The donating employee shall execute and file with the Human Resources Department a form authorizing and irrevocably assigning the donated leave to the donee employee.
- c. Eligibility: Unit members shall be eligible to request the donation of other employees' sick time subject to the following conditions and limitations:
 - (1) The unit member is a CSEA permanent bargaining unit employee.
 - (2) The unit member suffers from a non-industrial, catastrophic illness or injury which for a period of not less than one hundred (100) work days has caused the employee to be incapacitated from the performance of duty as an employee of the District, and is expected to continue to be incapacitated for an extended period of time (at least 30 days). Examples of such catastrophic illness or injury include life threatening injury or illness, cancer, AIDS, heart surgery, stroke, etc.
 - (3) The unit member has exhausted all of his/her available paid leaves, including regular and extended sick leave (1/2 pay) and vacation. Any sick leave and vacation accrued while on catastrophic leave shall be used before donated leave.
 - (4) The maximum number of donated days which may be utilized by one unit member for a single catastrophic illness or injury shall not exceed 125 days.
 - (5) Each unit member shall be limited to one donation request per school year.
 - (6) Donations may only be accepted during a two (2) week call for donations window period.

- (7) Donated leave shall be charged on the basis of hour for hour regardless of the classification family and/or salary schedule of employees donating leave and employers receiving leave.

d. Administration:

- (1) Applications for benefits shall be submitted to the Human Resources Department on a District form.
- (2) The applicant shall provide medical verification of catastrophic illness or injury from a physician before the application will be considered.
- (3) After verifying the unit member's eligibility, the District's Human Resources Department shall notify the CSEA of the request, and the District and CSEA shall jointly circulate a request for sick leave donations to be submitted to the payroll office (two week window period). A District request form must be used.
- (4) Donated sick leave not used prior to the employee's return to service shall be retained by the donee.
- (5) The donee unit member shall be solely responsible for any taxes on the hours received. Such taxes shall be withheld at the normal rate for the employee. In the event the State or Federal governments rule that a tax liability is due other than what has been withheld, the unit member shall be solely liable for the additional tax.

- e. General: No action taken under this Section shall be subject to the grievance procedure of this agreement or of any other District grievance procedure. Unit members voluntarily participating in this program shall hold the District and the CSEA harmless for any and all disputes arising out of this program. Use of donated sick leave is a privilege and not an entitlement.

16.12 Emergency Closures

- a. At any time during the term of this agreement, if the Superintendent/President and/or the Board of Trustees declares an emergency and closes the college, unit members who are thus prevented from working shall be paid their regular day's pay. Notwithstanding, certain unit members may be required to work during such an emergency, in which case they shall be compensated at the rate of one and one half (1 1/2) times their regular rate for all hours worked during said emergency. (Canceling of classes does not constitute college closure).

- b. In situations other than when the college is closed due to an emergency as provided above, unit members may be granted emergency time off from work if either they are required to leave work due to a legitimate concern about the personal safety of themselves, their property or family, or if they are unable to come to work because of such a safety concern. Such emergency leave may be taken, at the employee's option, as either personal necessity leave, vacation or unpaid leave.

Article 17: Criteria for Classified Staff to teach Part-time

The U.S. Department of Labor indicates that community college classified employees fall under the Fair Labor Standards Act (FLSA) and therefore, those classified employees categorized as non-exempt are entitled to one and one-half times their regular rate of pay for all hours worked over forty in one week. Additionally, non-exempt employees in the state of California are also eligible for overtime compensation for hours worked in excess of eight hours in one day. This calculation of forty hours in a week or eight hours in a day includes classified hours worked as well as hours worked in the normally exempt category of teaching.

Classified staff members are eligible to work as an adjunct instructor if they satisfy the following criteria:

1. Classified staff members who have served as an adjunct instructor in 2013-14 will be allowed to teach credit and Continuing Education (non-credit) courses.
2. Classified staff members who are “grandfathered” to continue being hired as an adjunct instructor will be allowed to teach the number of courses per term that they were assigned to in 2013-14.
3. Classified staff members who are “grandfathered” to teach are not guaranteed future class assignments.
4. Classified staff members that teach classes at times that conflict with the performance of their job responsibilities are required to have prior approval from their supervisor to teach these classes.
5. Classified staff members who are employed 10 or 11 months per year, are eligible to teach as an adjunct instructor at times when they are not on contract.
6. Adjunct faculty who accept a staff position will be included in the grandfather clause if this occurs during 2013-14 academic year.
7. Grandfather protection ends if staff member does not teach as an adjunct for two consecutive semesters.

If an unforeseen condition is discovered by either party it is agreed that this clause will be reopened for consideration.

Article 18: CSEA RIGHTS

- 18.1 All CSEA business, discussions, and activities will be conducted by unit members or CSEA officials outside established work hours except when:
- 18.1.1 An authorized CSEA representative obtains advance permission from the Superintendent or designee regarding the specific time, place and type of activity to be conducted;
 - 18.1.2 The Superintendent or designee can verify that such requested activities and use of facilities will not interfere with the school programs and/or duties of unit members as

defined in Article 1, and will not directly or indirectly interfere with the right of employees to refrain from listening to or speaking with a CSEA representative.

- 18.2 The District agrees to grant CSEA access to employees' work location during the unit members' meal break or after normal working hours. Any CSEA staff member, CSEA officer, and/or Union Steward shall, prior to contacting an employee, make his/her presence known to the worksite management office.
- 18.3 CSEA may use District mailboxes, e-mail systems and bulletin board spaces as such spaces may be agreed upon by the Parties.
- 18.3.1 All postings for bulletin boards or items for school mailboxes must contain the date of posting or distribution and the identification together with a designated authorization by the CSEA Chapter President;
- 18.3.2 A copy of such postings or distributions must be delivered to the Superintendent or designee at the same time as posting or distribution; and
- 18.3.3 CSEA will not post or distribute information which is defamatory of the District or its personnel.
- 18.4 As soon as practicable after execution of this Agreement, the District shall provide a copy of this contract to each unit member.
- 18.5 The District agrees to provide CSEA with the name, employment date, job class, work location, non-confidential home address, and non-confidential home telephone number of unit members, thirty (30) days after the effective date of this Agreement, with a quarterly update, for the life of this Agreement.
- 18.6 The District will provide CSEA with two (2) copies of the Board Agenda with attachments and upon request two (2) copies of nonconfidential enclosures.
- 18.7 Three (3) CSEA Chapter delegates shall be granted paid release time not to exceed five (5) days to attend the CSEA Annual Conference.
- 18.8 CSEA shall have the right to use, without fee, District facilities at reasonable times for the purpose of CSEA meetings. The CSEA shall be responsible for returning the facilities to the condition they were in before the meeting.
- 18.9 The CSEA Chapter President shall be granted eight (8) hours per month release time for Chapter business provided that reasonable advance notice be given the employee's supervisor and the time taken is reasonably convenient to the supervisor.

18.10 A CSEA State Officer one (1) shall be granted a total of six (6) hours of travel time for CSEA business each year that he/she is a state officer.

18.11 The College Planning Council shall have three (3) voting classified unit representatives appointed by CSEA.

CSEA may appoint representatives to the following District Committees:

- a) Benefits Committee: Three (3) voting members in equity with voting representatives from management and instructors' groups;
- b) Equal Employment Opportunity Committee: One (1) member;
- c) District Technology Committee (DTC): Two (2) voting members;
- d) Any other District-wide committees which may affect classified employees' wages, hours and/or working conditions and/or SB 235 shared governance issues. The District agrees to consult with CSEA to determine the appropriate number of CSEA representatives to be assigned to any such committee(s).

18.12 Classified Consultation Group

18.12.1 Introduction

This provision memorializes the intent of the College to provide CSEA with an expanded opportunity to participate in the college consultation process.

18.12.2 Purpose

The main consultation body of the Santa Barbara Community College District is the College Planning Council comprised of members appointed by the Academic Senate, CSEA, and the college administration. This body provides input to the President of the College on the allocation of new funding and receives information relating to major initiatives and reallocation of existing funding.

18.12.3 Implementation

1. Pursuant to the provision, the District agrees to provide paid release time of up to two hours a month for twelve months for up to ten unit members who will serve as a CSEA Consultation Group to the CSEA designated representatives to the College Planning Council.

Comparable release time will also be given to the CSEA representatives to the College Planning Council.

- a. The manner of selection of designate representatives (ie., by geographical work area or job groups) shall be determined solely by CSEA.
 - b. The conduct of CPC business shall permit reasonable time for the appointed CSEA-CPC members to meet with members of this Consultation Group.
 - c. CSEA-CPC members will make their best effort to structure interaction with members of this Consultation Group (individually or collectively) in a manner that considers Consultation Group members' work area needs including but not limited to providing advance notice to supervisors.
2. Participation on the Classified Consultation Group qualifies for consideration for Professional Growth credit.

Article 19: SEVERABILITY

- 19.1 If any provisions of this agreement are held to be contrary to law by a court of competent jurisdiction such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.
- 19.2 In the event of suspension or invalidation of any Article or Section of this Agreement, the parties agree to meet and negotiate within sixty (60) days after such determination for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

Article 20: CONCERTED ACTIVITIES

- 20.1 It is agreed and understood that there will be no strike, work stoppage, slow-down, picketing (excluding non-disruptive informational picketing), abuse of District leave policies, or refusal or failure to fully and faithfully perform job functions and responsibilities, or other interference with the operations of the District by CSEA or by its officers, agents, or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.
- 20.2 CSEA recognizes the duty and obligation of its representative to comply with the provisions of this Agreement and to make every effort toward inducing all unit members to do so. In the event of a strike, work stoppage, slow-down, picketing, abuse of District leave policies, or refusal or failure to fully or faithfully perform job functions and responsibilities, or other interference with the operations of the District by unit members who are represented by CSEA, CSEA agrees in good faith to take all necessary steps to cause those unit members to cease such action.
- 20.3 It is agreed and understood that any unit member violating this Article may be subject to disciplinary action including termination as may be deemed appropriate by the District.
- 20.4 It is understood that in the event this Article is violated, the District shall be entitled to withdraw any rights, privileges, or services provided for in this Agreement, in District policy, or by Education Code from any unit member and/or CSEA to the extent permitted by law.
- 20.5 It is agreed that in the event this Article is violated, the District shall be reimbursed by CSEA for any expenses or damages suffered by the District resulting from this violation.
- 20.6 It is agreed that the District will not engage in any lockout during the term of this Agreement.

Article 21: SUPPORT OF AGREEMENT

CSEA agrees to support this Agreement for its term and will not appear before the public school employer in order to seek change or improvement in any matter subject to the meet and negotiation process except as by mutual agreement of the District and CSEA.

Article 22: EFFECT OF AGREEMENT

It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District practices and procedures and over State laws to the extent permitted by State law, and that in the absence of specific provisions in this Agreement, such practices and procedures are discretionary with the District to the extent permitted by State law.


Article 23: COMPLETION OF MEET AND NEGOTIATION

During the term of this Agreement, the parties expressly waive and relinquish the right to meet and negotiate and agree that the parties shall not be obligated to meet and negotiate with respect to any subject or matter whether or not referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both the District or CSEA at the time they met and negotiated on and executed this Agreement, and even though such subjects or matters were proposed and later withdrawn.

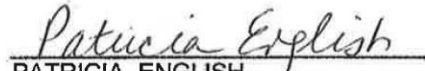
Article 24: TERM


Except as provided below, this Agreement shall remain in full force and effect up to and including June 30, 2018, and thereafter shall continue in effect year-by-year unless one of the parties notifies the other in writing no later than March 31, 2018 of its request to modify, amend or terminate the Agreement.

Date: December 2, 2016


ELIZABETH E. AUCHINCLOSS
President, California School Employees
CSEA Chapter #289


MARK MOORE
CSEA Labor Relations Representative


PATRICIA ENGLISH
Vice President, Human Resources
Santa Barbara Community College District


ANTHONY BEEBE, Ed.D.
Superintendent/President
Santa Barbara Community College District


MARSHA CRONINGER
President, Board of Trustees
Santa Barbara Community College District

APPENDIX A: CSEA BARGAINING UNIT CLASSIFICATION TITLES

CSEA Classifications - July 2016

Salary Schedule 29 Range

Athletics

Athletic Equipment Attendant	16
Athletic Program Assistant	19
Athletic Trainer	35

Bookstore

Bookstore Assistant	18
Bookstore Merchandise Coordinator	32
Bookstore Textbook Coordinator	32

Clerical/Secretarial

Administrative Assistant I	26
Administrative Assistant II	31
Administrative Assistant III	34
CLRC Office Assistant	19
Educational Programs Support Specialist	31
Office Assistant	16
Office Assistant, Senior	19
PABX Operator/Receptionist	15

Facilities

Custodian	15
Lead Custodian	22
Facilities Assistant	17
Facilities Assistant, Lead	22
Grounds Maintenance Worker	16
Maintenance Specialist	33
Maintenance Technician	24

Fiscal Services

Accountant	36
Accounting Technician I	18
Accounting Technician II	25
Accounting Technician III	32
Buyer	28
Buyer, Senior	32
Payroll Coordinator	32
Payroll Technician	25

Food Services

Food Service Assistant	15
Food Service Facility Operator	29

Health Services

Nurse Practitioner/Physician's Assistant	54
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Wellness Program Nurse 40

Human Resources/Legal Affairs

Human Resources Specialist 32
HR Technician I 25
HR Technician II 29

Information Technology

Database Administrator 52
Information Systems Specialist I 38
Information Systems Specialist II 43
Information Systems Specialist III 49
Network Specialist I 34
Network Specialist II 38
Network Specialist III 43
Project Lead - SSSP Info Sys Specialist 52
Technology Services Specialist I 34
Technology Services Specialist II 38
Technology Services Specialist III 43
Telecommunications Services Coordinator 38

Instructional Support

Academic Technology Support Specialist 36
Allied Health & Nursing Laboratory Coord 40
Allied Health & Nursing Laboratory Specialist 32
Assistive Technology Laboratory Tech 32
Associate Teacher - Infant/Toddler 24
Catalog/Schedule Specialist 32
CHANNELS Publication Assistant 32
Computer Outreach Lab Coordinator 32
Earth & Planetary Science Lab/Field Tech 33
FRC Development Specialist 32
FRC Development Specialist Senior 36
FRC Technology Specialist 32
FRC Web Developer 36
Geoscience Illustrator 28
Instructional Computer Lab Coordinator 32
Instructional Computer Lab Coordinator, Sr 36
Instructional Development Specialist 28
Laboratory Teaching Assistant 32
Laboratory Technician 31
Nursing Laboratory Specialist 33
Nursing Programs Support Specialist 28

Library/Media

Library Assistant 18
Library Technician 25
Media Technician 25

Publications

Duplications Technician	22
Graphic Designer	34
Marketing Communications Specialist	40

Research & Evaluation

Research & Assessment Analyst	36
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Security

Security Coordinator	31
Security Officer	15
Security Officer, Senior	22

Student Services

Admissions & Records Technician	25
Admissions & Records Technician, Sr	28
Articulation/Certification Specialist	33
Assessment Coordinator	36
Assessment Specialist	28
Career Tech Ed Progs Outreach Specialist	33
Distance Ed & LMS Support Specialist	36
Grants Coordinator	33
DSPS Service Provider	34
ESL Student Services Assistant	25
Financial Aid Specialist	32
Financial Aid Technician	25
International Student Advisor	34
Matriculation/Instructional Support Specialist	28
On-Line Student Support Specialist	36
Program Systems Support Specialist	38
Public Information & Publications Specialist	40
Senior International Student Advisor	36
Student Program Advisor	32
TAP Coordinator	32
Transcript Analyst	33
Tutorial Center Coordinator	33
Tutor Coordinator	26
Work Site Coordinator	32

Theatre

Costume & Make-Up Specialist	24
Theatre Lighting & Sound Specialist	25
Theatre Stagecraft Specialist	29
Theatre Stage & Props Technician	18

Warehouse/Inventory Control

Inventory Control Technician	23
Purchasing & Warehouse Coordinator	34
Warehouse Assistant	17

APPENDIX B: HEALTH AND WELFARE BENEFITS

1. The District will provide for each full-time eligible unit member up to the following sum of money for payment of premiums for existing unit members for mandatory health and welfare benefits. Such amount shall be pro-rated for eligible contract unit members who work less than full-time, but half-time or more.

2016-2017

Medical Coverage Waiver	\$2,000
Single	\$8,468
Two-party	\$16,197
Family	\$22,695

If the District is unable to implement the increase by the beginning of the plan year, the District will make retroactive adjustments to its premium contributions as soon as practicable.

2. Mandatory health and welfare benefits will include:
 - (a) The District medical plan (except for verified comparable coverage)
 - (b) The District life insurance plan
 - (c) The District income protection plan, which will be provided at a payment rate of two-thirds of an employee's regular salary, up to a maximum of \$5,000 per month
 - (d) The District dental plan (minimum coverage is employee only), provided however, dental insurance is not required if the employee waives medical insurance (per Section 2(a) above).
3. If the total cost of the mandatory benefits is less than the District's contribution, the unit member relinquishes that unused amount (except for waivers).
4. A flexible benefits plan (as defined in Internal Revenue Code Section 125) consisting of options for premium conversion, unreimbursed medical expenses, and dependent care will be available for employees choosing to participate. Monthly service fees for each employee's flexible benefit plan accounts will be paid by that employee.
5. The College Benefits Committee is responsible for the selection of the different benefit programs. If the total cost of the mandatory benefits is more than the District's contribution limits set forth above, then the eligible unit member shall be individually responsible for the difference.
6. Bargaining unit members who regularly work more than twenty (20) or more hours per week shall be eligible to participate in the District's tax sheltered annuity plan (403b) program. The District shall as permitted by law continue to permit employees on medical plan waivers to purchase tax-sheltered annuities from District funds after mandatory benefits are purchased.
7. Early Retirement Incentive Program
 - A. Eligibility
 - (1) A unit member must have rendered 15 years of full time service with the SBCC and be at least age 55. Five years of that service requirement shall be immediately preceding retirement.

(2) "Regular" service with the District is defined as service in paid status and shall exclude all hourly casual employment.

B. Medical

(1) The District will contribute the specified premium amount for the retiree's District group medical plan up to a maximum of \$5,755 annually.

(2) This sum shall be prorated for those normally assigned less than full-time at the time of retirement, in accordance with District policy.

(3) District contributions shall continue until the retiree reaches age 65 or the date of the retiree's death, whichever is earlier.

(4) Upon the death of a retiree participating in the early retirement program, a surviving spouse and/or eligible dependents enrolled in the District health insurance program at the time of the employee's death may remain in the District's medical and dental plans indefinitely, so long as they meet the eligibility rules and pay the premiums for such coverage. The District will provide the retiree's District contribution until the date the retiree would have reached age 65 or for 6 months from the date of death whichever is less.

8. Spouse/Dependent Medical Coverage on Death of Active Employee

A. Upon the death of an active employee who is eligible for benefits, a surviving spouse and/or eligible dependents may remain in the District's medical and dental plans in accordance with the provisions of public law (COBRA).

9. Spouse/Dependent Medical Coverage on Death of Retired Employee

A. Upon the death of a retiree who is enrolled in the District's medical and dental plans, a surviving spouse and/or dependents may remain in the District's medical and dental plans indefinitely, so long as they meet the eligibility rules and pay the premiums for such coverage.

APPENDIX C: DOMESTIC PARTNER COVERAGE PROCEDURES

I. Eligibility:

Santa Barbara City College (SBCC) will provide insurance coverage for Domestic Partners of the same or opposite sex and dependent children of Domestic Partners as follows:

- (1) The partners must be same sex and each partner must be over the age of 18 years or
- (2) The partners are of the opposite sex and at least one partner must be over the age of 62 years.

A domestic partnership shall be established when both persons file a State of California Declaration of Domestic Partnership with the Secretary of State.

The employee must notify the Human Resources Department in writing within thirty (30) calendar days of a Domestic Partnership.

II. Documentation Required for Change in Status of Domestic Partner Coverage:

In the event the facts attested to in the Declaration of Domestic Partnership are no longer hold true due to termination of the relationship, death of a Domestic Partner, marriage to the Domestic Partner or any other cause, the employee must file a State of California Termination form with the Secretary of State.

The employee must notify the Human Resources Department in writing within thirty (30) calendar days of any change in the status of a Domestic Partnership.

After a termination of an existing Domestic Partner's coverage, a subsequent Declaration of a new Domestic Partner cannot be filed until six (6) months after written notification of termination has been filed.

Domestic Partners and their dependents are eligible for continuation of coverage under the federal COBRA law or state law regarding continuing coverage under California Labor Code Section 2800.2 and attendant California statutes.

III. Enrollment Deadlines

A. Employees currently employed, who later establish a Domestic Partnership eligible for coverage, have thirty (30) calendar days after becoming eligible to apply for coverage or must wait until the next open enrollment period to apply.

New employees hired after the original effective date of these procedures, who have a Domestic Partner eligible for coverage, have thirty (30) calendar days after applying for coverage in which to submit required paperwork or must wait until the next open enrollment period to apply (October 1 effective date).

B. An employee will not be required to wait until the next open enrollment period if the employee can demonstrate that he or she is applying late because the Domestic Partner lost coverage previously applicable on a different benefit plan.

IV. Premium Payment / Tax Consequences

The value of the Domestic Partner coverage is considered additional compensation to the employee. Therefore the value of that additional coverage is subject to federal and state taxes as well as all other payroll deductions. STRS / PERS will not be withheld from or credited to this additional amount.

The employee is responsible for covering the cost of the premium of the Domestic Partner and the Domestic Partner's child(ren). If covering the Domestic Partner and the Domestic Partner's child(ren) increases the premium, the difference will be paid from the employee's wages as an after-tax payroll deduction. If the addition of the Domestic Partner and the Domestic Partner's child(ren) does not increase the current premium, then the value of the health coverage for the Domestic Partner and the Domestic Partner's child(ren) will be reported as taxable income to the employee. If the difference between the increase in the three-tier rate structure is less than the value of the health coverage for the Domestic Partner, the increased amount will be an after-tax payroll deduction and the difference will be included in the employee's includible income. The includible income will be reported on the employee's W-2.

APPENDIX D: EVALUATION FORM

SANTA BARBARA COMMUNITY COLLEGE DISTRICT PERFORMANCE REPORT – CLASSIFIED SERVICE EMPLOYEES

Last Name		First	Initial	OUTSTANDING – Consistently exceeds performance standards. ABOVE AVERAGE – Often exceeds performance standards SATISFACTORY – Regularly meets performance standards MARGINAL – Needs to improve to meet performance standards UNSATISFACTORY – Fails to meet acceptable performance standards
Class Title		Department		
Due to HR:	Supervisor			
Evaluation: <input type="checkbox"/> 4 month <input type="checkbox"/> 8 month <input type="checkbox"/> 11 month (permanency) <input type="checkbox"/> Annual <input type="checkbox"/> 3/5 month promotional <input type="checkbox"/> Special Refer to CSEA Agreement Article regarding Evaluation				
Instructions to Rater: Please read basis for evaluation (attached) before completing this form. Check the appropriate box, which indicates the employee's performance for the factors that apply. Use comments section below as needed to explain ratings. Additional sheets may be attached. This performance evaluation process includes a review and discussion about the current Board approved job description for this position.				
1. Quality of Work				
2. Quantity of Work				
3. Work Habits				
4. Work Attitudes				
5. Relationships with Others				
6. Personal Qualities				
7. Leadership Ability (where applicable)				
8. Professional Development – refer to Career Success and Satisfaction Plan				
COMMENTS: Ratings of "Marginal" or "Unsatisfactory" must be supported by a statement of facts. Specific suggestions to aid employee in improving performance must be attached. Compliments and special commendations should also be made if applicable. Mutually developed goals and objectives are also recommended for annual performance evaluations.				
Employee to initial one option: <input type="checkbox"/> I have performed work outside of my current Board approved job description (attached) in the past calendar year. <input type="checkbox"/> I have not performed work outside of my current Board approved job description (attached) in the past calendar year. <input type="checkbox"/> I have been asked by my supervisor to perform new duties in the past calendar year. I am unclear as to whether or not these duties are included in my current Board approved job description. I am requesting a meeting with my supervisor, Human Resources, and my labor representative in order to receive clarification.				
_____ Employee's signature				
Supervisor's Signature		Title	Date	
Manager's Signature		Title	Date	
Employee's Signature		Title	Date	
This report has been discussed with me. Signing this form does not necessarily mean that I agree with all the ratings. A copy of this Performance Report will be placed in my personnel file. I understand that I have the right to submit a response to my Performance Report. This response is to be attached to my evaluation and placed in my personnel file.				Employee's Initials

May 2016

**SANTA BARBARA COMMUNITY COLLEGE DISTRICT
CLASSIFIED EMPLOYEE EVALUATIONS
FACTOR DEFINITIONS**

These definitions are only guides. The weight given each item is determined by the value of that item to each classification. Once the values are determined, they should be uniformly used for all employees in that classification.

1. Quality of Work

- Demonstrates satisfactory knowledge of the job.
- Performs work with acceptable accuracy.
- Work is neat and presentable.
- Is thorough in the work done.

2. Quantity of Work

- Volume of work regularly produced within established schedules and deadlines that meet job requirements and guidelines.

3. Work Habits

- Reports to work on time; complies with reporting standards for attendance; takes appropriate breaks and meal periods.
- Carries out tasks in an orderly and diligent manner.
- Demonstrates the ability to work without immediate supervision.
- Complies with instruction, rules and regulations, including health and safety precautions.

4. Work Attitudes

- Endeavors to improve work techniques.
- Accepts new ideas and procedures.
- Is cooperative and willing to accept supervisor's suggestions for improvement.
- Accepts responsibility willingly within the job description guidelines.

5. Relationships with Others

- Gets along well with fellow staff, students and the public.
- Cooperates with supervisor.
- Observes established channels of communication.
- Keeps relations with students and faculty on a friendly and impersonal level.

6. Personal Qualities

- Acts with good judgment.
- Demonstrates initiative and drive.
- Is adaptable to emergencies and new situations.
- Dress and grooming are appropriate.

7. Leadership Ability

- Demonstrates effective leadership.
- Is fair and impartial in relationships with co-workers.
- Makes good and timely decisions.
- Trains and instructs co-workers effectively.
- Plans, schedules and makes assignments fair and impartially.

8. Professional Development

- Participates in training.
- Takes initiative to meet goals of Career Success and Satisfaction Plan.
- Applies training concepts to work assignment.
- Shares knowledge gained through Professional Development with others.
- Participates in Professional Growth Program.

DISTRIBUTION: HR/LA (white), employee (yellow), supervisor (pink)
March 2005

POST CLASSIFICATION STUDY GRANDPERSON SCHEDULE 20

Table 20

**NO INCREASE AS OF
JULY 2016**

RANG	STEP A			STEP B			STEP C			STEP D			STEP E		
	Hrly	Mthly	Annual	Hrly	Mthly	Annual	Hrly	Mthly	Annual	Hrly	Mthly	Annual	Hrly	Mthly	Annual
1	10.4	1810.3	21,72	10.9	1893.	22,72	11.4	1985.6	23,82	11.9	2075.2	24,90	12.5	2180.1	26,16
2	10.6	1852.0	22,22	11.1	1935.	23,22	11.7	2030.4	24,36	12.2	2124.1	25,49	12.8	2224	26,68
3	10.9	1888.8	22,66	11.4	1978	23,74	11.9	2068.1	24,81	12.5	2170	26,04	13.1	2269.8	27,23
4	11.1	1931.5	23,17	11.6	2025.	24,30	12.1	2111.9	25,34	12.7	2214.8	26,57	13.4	2325.9	27,91
5	11.3	1971.3	23,65	11.8	2061	24,73	12.4	2161.8	25,94	13.0	2266.8	27,20	13.7	2376.8	28,52
6	11.6	2017.1	24,20	12.1	2110.	25,33	12.7	2213.8	26,56	13.4	2323.9	27,88	14.0	2427.7	29,13
7	11.8	2058.9	24,70	12.4	2156.	25,88	13.0	2264.7	27,17	13.7	2373.8	28,48	14.3	2483.8	29,80
8	12.1	2096.6	25,16	12.7	2201.	26,41	13.3	2305.5	27,66	13.9	2415.5	28,98	14.5	2527.5	30,33
9	12.4	2150.6	25,80	13.0	2258.	27,10	13.6	2368.6	28,42	14.3	2478.6	29,74	15.0	2600.9	31,21
10	12.7	2200.5	26,40	13.2	2303	27,64	13.9	2413.5	28,96	14.5	2520.4	30,24	15.2	2650.8	31,81
11	12.9	2247.4	26,96	13.5	2350.	28,20	14.2	2468.5	29,62	14.9	2589.7	31,07	15.6	2714.0	32,56
12	13.2	2294.3	27,53	13.8	2406.	28,87	14.5	2516.4	30,19	15.2	2639.6	31,67	15.9	2769.0	33,22
13	13.5	2346.2	28,15	14.1	2458.	29,50	14.8	2579.5	30,95	15.6	2707.9	32,49	16.3	2832.2	33,98
14	13.8	2394.1	28,73	14.5	2513.	30,16	15.1	2631.5	31,57	15.9	2759.8	33,11	16.7	2896.4	34,75
15	14.1	2450.1	29,40	14.8	2571.	30,85	15.5	2691.5	32,29	16.3	2825.0	33,90	17.1	2967.7	35,61
16	14.4	2512.3	30,14	15.1	2627.	31,52	15.8	2754.8	33,05	16.6	2889.2	34,67	17.4	3023.7	36,28
17	14.8	2569.3	30,83	15.4	2685	32,22	16.2	2817.9	33,81	17.0	2956.5	35,47	17.8	3099.1	37,19
18	15.1	2621.3	31,45	15.8	2747.	32,97	16.6	2883.1	34,59	17.4	3016.6	36,20	18.2	3170.4	38,04
19	15.4	2684.5	32,21	16.2	2811.	33,74	17.0	2951.4	35,41	17.8	3088.9	37,06	18.7	3248.9	38,98
20	15.8	2743.5	32,92	16.6	2882.	34,58	17.3	3012.5	36,15	18.2	3167.4	38,00	19.1	3316.1	39,79
21	16.1	2804.7	33,65	16.9	2937.	35,24	17.7	3083.9	37,00	18.6	3229.5	38,75	19.5	3388.5	40,66
22	16.6	2880.0	34,56	17.3	3010	36,12	18.2	3166.4	37,99	19.1	3315.1	39,78	20.0	3473.0	41,67
23	16.9	2935.1	35,22	17.7	3079.	36,95	18.6	3226.5	38,71	19.5	3387.4	40,64	20.5	3552.5	42,63
24	17.3	3007.4	36,08	18.1	3147	37,76	19.0	3297.8	39,57	19.9	3462.9	41,55	20.9	3623.8	43,48
25	17.7	3073.6	36,88	18.5	3221.	38,65	19.4	3377.2	40,52	20.4	3547.4	42,56	21.4	3718.5	44,62
26	18.1	3137.8	37,65	18.9	3289.	39,47	19.9	3452.6	41,43	20.8	3620.8	43,45	21.9	3797	45,56
27	18.5	3218.3	38,62	19.4	3374.	40,49	20.3	3533.1	42,39	21.3	3706.3	44,47	22.4	3887.6	46,65
28	18.9	3289.6	39,47	19.9	3452.	41,43	20.8	3620.8	43,45	21.9	3797	45,56	22.9	3978.3	47,74
29	19.4	3366.0	40,39	20.3	3527	42,32	21.3	3698.1	44,37	22.4	3884.6	46,61	23.4	4066	48,79

3	19.	3446.	41,3	20.	3616.	43,4	21.	3788.	45,4	22.	3970.	47,64	24.	4164.	49,97
3	20.	3524	42,2	21.	3697.	44,3	22.	3877.	46,5	23.	4061.	48,74	24.	4271.	51,26
3	20.	3610.	43,3	21.	3786.	45,4	22.	3965.	47,5	24	4159.	49,91	25.	4365.	52,38
3	21.	3684.	44,2	22.	3865.	46,3	23.	4059.	48,7	24.	4257.	51,09	25.	4465.	53,58
3	21.	3780.	45,3	22.	3963.	47,5	23.	4153.	49,8	25.	4360.	52,32	26.	4569.	54,83
3	22.	3864.	46,3	23.	4055.	48,6	24.	4250.	51,0	25.	4460.	53,52	27.	4686.	56,23
3	22.	3960	47,5	23.	4149.	49,7	25.	4354.	52,2	26.	4568.	54,81	27.	4789.	57,47
3	23.	4051.	48,6	24.	4241.	50,8	25.	4457.	53,4	26.	4673.	56,07	28.	4900.	58,80
3	23.	4147.	49,7	25.	4352.	52,2	26.	4566.	54,7	27.	4785.	57,42	28.	5019.	60,23
3	24.	4237.	50,8	25.	4452.	53,4	26.	4664	55,9	28.	4895.	58,74	29.	5127.	61,53
4	25.	4339	52,0	26.	4557	54,6	27.	4776.	57,3	28.	5010.	60,12	30.	5264.	63,16
4	25.	4433.	53,2	26.	4656.	55,8	28.	4882.	58,5	29.	5121.	61,45	31.	5375.	64,50
4	26.	4544.	54,5	27.	4773	57,2	28.	4997.	59,9	30.	5248.	62,98	31.	5495.	65,94
4	26.	4655.	55,8	28.	4874.	58,4	29.	5120.	61,4	31	5373.	64,47	32.	5635.	67,63
4	27.	4767.	57,2	28.	4995.	59,9	30.	5238.	62,8	31.	5494.	65,93	33.	5770.	69,24
4	28.	4874.	58,4	29.	5120.	61,4	31	5373.	64,4	32.	5635.	67,63	34.	5912	70,94
4	28.	4995.	59,9	30.	5238.	62,8	31.	5494.	65,9	33.	5770.	69,24	34.	6052.	72,63
4	29.	5117.	61,4	30.	5366.	64,4	32.	5633.	67,6	34.	5911	70,93	35.	6201.	74,41
4	30.	5230.	62,7	31.	5492.	65,9	33.	5768.	69,2	34.	6045.	72,54	36.	6340.	76,09
4	30.	5365.	64,3	32.	5630.	67,5	34.	5909	70,9	35.	6191.	74,29	37.	6501.	78,02
5	31.	5487.	65,8	33.	5756.	69,0	34.	6039.	72,4	36.	6333.	76,00	38.	6646.	79,75
5	32.	5620.	67,4	34.	5894.	70,7	35.	6188.	74,2	37.	6485.	77,82	39.	6812.	81,75
5	33.	5756.	69,0	34.	6039.	72,4	36.	6333.	76,0	38.	6646.	79,75	40.	6972.	83,67
5	34.	5894.	70,7	35.	6188.	74,2	37.	6485.	77,8	39.	6812.	81,75	41.	7147.	85,77
5	34.	6036.	72,4	36.	6325.	75,9	38.	6640.	79,6	40.	6970.	83,64	42.	7311.	87,74
5	35.	6186.	74,2	37.	6480.	77,7	39.	6810.	81,7	41.	7143.	85,72	43.	7498.	89,98
5	36.	6324.	75,8	38.	6638.	79,6	40.	6968.	83,6	42.	7308.	87,70	44.	7669.	92,03
5	37.	6479.	77,7	39.	6806.	81,6	41.	7139.	85,6	43.	7497.	89,96	45.	7862	94,34
5	38.	6638.	79,6	40.	6968.	83,6	42.	7308.	87,7	44.	7669.	92,03	46.	8053.	96,64
5	39.	6806.	81,6	41.	7139.	85,6	43.	7497.	89,9	45.	7862	94,34	47.	8258.	99,10
6	40.	6968.	83,6	42.	7308.	87,7	44.	7669.	92,0	46.	8053.	96,64	48.	8453.	101,4
6	41.	7137.	85,6	43.	7485	89,8	45.	7856.	94,2	47.	8246.	98,95	49.	8654.	103,8
6	42.	7303.	87,6	44.	7661.	91,9	46.	8045.	96,5	48.	8434.	101,2	51.	8849.	106,1
6	43.	7479.	89,7	45.	7852.	94,2	47.	8228.	98,7	49.	8640.	103,6	52.	9073.	108,8
6	44.	7657.	91,88	46.	8038.	96,45	48.	8433.	101,2	51.	8847.1	106,1	53.	9290.	111,4
6	45.	7837.	94,05	47.	8222.	98,67	49.	8630.	103,5	52.	9059.0	108,7	54.	9509.	114,1
6	46.	8033.	96,39	48.	8425.	101,1	51.	8841	106,0	53.	9282.1	111,3	56.	9737.	116,8
6	47.	8222.	98,67	49.	8630.	103,5	52.	9059.	108,7	54.	9509.3	114,1	57.	9981	119,7
6	48.	8425.	101,1	51.	8841	106,0	53.	9282.	111,3	56.	9737.5	116,8	58.	1022	122,6
6	49.	8630.	103,5	52.	9059.	108,7	54.	9509.	114,1	57.	9981	119,7	60.	1048	125,7
7	51.	8841	106,0	53.	9282.	111,3	56.	9737.	116,8	58.	10223.	122,6	61.	1072	128,7
7	52.	9058.	108,6	54.	9508.	114,1	57.	9980	119,7	60.	10480.	125,7	63.	1099	131,9

CSEA SALARY SCHEDULE 29 PROBATIONARY/REGULAR CLASSIFIED EMPLOYEES

Table 29 CSEA - July 1, 2015

Range	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
1	Hourly	\$11.74	\$12.04	\$12.33	\$12.64	\$12.95	\$13.27	\$13.61	\$13.94	\$14.28
	Monthly	\$2,035.58	\$2,086.50	\$2,137.42	\$2,191.42	\$2,245.42	\$2,300.42	\$2,358.50	\$2,416.58	\$2,475.67
	Annual	\$24,427	\$25,038	\$25,649	\$26,297	\$26,945	\$27,605	\$28,302	\$28,999	\$29,708
2	Hourly	\$12.04	\$12.33	\$12.64	\$12.95	\$13.27	\$13.61	\$13.94	\$14.28	\$14.64
	Monthly	\$2,086.50	\$2,137.42	\$2,191.42	\$2,245.42	\$2,300.42	\$2,358.50	\$2,416.58	\$2,475.67	\$2,536.75
	Annual	\$25,038	\$25,649	\$26,297	\$26,945	\$27,605	\$28,302	\$28,999	\$29,708	\$30,441
3	Hourly	\$12.33	\$12.64	\$12.95	\$13.27	\$13.61	\$13.94	\$14.28	\$14.64	\$14.99
	Monthly	\$2,137.42	\$2,191.42	\$2,245.42	\$2,300.42	\$2,358.50	\$2,416.58	\$2,475.67	\$2,536.75	\$2,598.92
	Annual	\$25,649	\$26,297	\$26,945	\$27,605	\$28,302	\$28,999	\$29,708	\$30,441	\$31,187
4	Hourly	\$12.64	\$12.95	\$13.27	\$13.61	\$13.94	\$14.28	\$14.64	\$14.99	\$15.38
	Monthly	\$2,191.42	\$2,245.42	\$2,300.42	\$2,358.50	\$2,416.58	\$2,475.67	\$2,536.75	\$2,598.92	\$2,665.17
	Annual	\$26,297	\$26,945	\$27,605	\$28,302	\$28,999	\$29,708	\$30,441	\$31,187	\$31,982
5	Hourly	\$12.95	\$13.27	\$13.61	\$13.94	\$14.28	\$14.64	\$14.99	\$15.38	\$15.75
	Monthly	\$2,245.42	\$2,300.42	\$2,358.50	\$2,416.58	\$2,475.67	\$2,536.75	\$2,598.92	\$2,665.17	\$2,730.33
	Annual	\$26,945	\$27,605	\$28,302	\$28,999	\$29,708	\$30,441	\$31,187	\$31,982	\$32,764
6	Hourly	\$13.27	\$13.61	\$13.94	\$14.28	\$14.64	\$14.99	\$15.38	\$15.75	\$16.15
	Monthly	\$2,300.42	\$2,358.50	\$2,416.58	\$2,475.67	\$2,536.75	\$2,598.92	\$2,665.17	\$2,730.33	\$2,799.58
	Annual	\$27,605	\$28,302	\$28,999	\$29,708	\$30,441	\$31,187	\$31,982	\$32,764	\$33,595
7	Hourly	\$13.61	\$13.94	\$14.28	\$14.64	\$14.99	\$15.38	\$15.75	\$16.15	\$16.56
	Monthly	\$2,358.50	\$2,416.58	\$2,475.67	\$2,536.75	\$2,598.92	\$2,665.17	\$2,730.33	\$2,799.58	\$2,870.92
	Annual	\$28,302	\$28,999	\$29,708	\$30,441	\$31,187	\$31,982	\$32,764	\$33,595	\$34,451
8	Hourly	\$13.94	\$14.28	\$14.64	\$14.99	\$15.38	\$15.75	\$16.15	\$16.56	\$16.98
	Monthly	\$2,416.58	\$2,475.67	\$2,536.75	\$2,598.92	\$2,665.17	\$2,730.33	\$2,799.58	\$2,870.92	\$2,942.33
	Annual	\$28,999	\$29,708	\$30,441	\$31,187	\$31,982	\$32,764	\$33,595	\$34,451	\$35,308
9	Hourly	\$14.28	\$14.64	\$14.99	\$15.38	\$15.75	\$16.15	\$16.56	\$16.98	\$17.40
	Monthly	\$2,475.67	\$2,536.75	\$2,598.92	\$2,665.17	\$2,730.33	\$2,799.58	\$2,870.92	\$2,942.33	\$3,015.58
	Annual	\$29,708	\$30,441	\$31,187	\$31,982	\$32,764	\$33,595	\$34,451	\$35,308	\$36,187
10	Hourly	\$14.64	\$14.99	\$15.38	\$15.75	\$16.15	\$16.56	\$16.98	\$17.40	\$17.83
	Monthly	\$2,536.75	\$2,598.92	\$2,665.17	\$2,730.33	\$2,799.58	\$2,870.92	\$2,942.33	\$3,015.58	\$3,089.92
	Annual	\$30,441	\$31,187	\$31,982	\$32,764	\$33,595	\$34,451	\$35,308	\$36,187	\$37,079
11	Hourly	\$14.99	\$15.38	\$15.75	\$16.15	\$16.56	\$16.98	\$17.40	\$17.83	\$18.28
	Monthly	\$2,598.92	\$2,665.17	\$2,730.33	\$2,799.58	\$2,870.92	\$2,942.33	\$3,015.58	\$3,089.92	\$3,168.42
	Annual	\$31,187	\$31,982	\$32,764	\$33,595	\$34,451	\$35,308	\$36,187	\$37,079	\$38,021
12	Hourly	\$15.38	\$15.75	\$16.15	\$16.56	\$16.98	\$17.40	\$17.83	\$18.28	\$18.73
	Monthly	\$2,665.17	\$2,730.33	\$2,799.58	\$2,870.92	\$2,942.33	\$3,015.58	\$3,089.92	\$3,168.42	\$3,246.83
	Annual	\$31,982	\$32,764	\$33,595	\$34,451	\$35,308	\$36,187	\$37,079	\$38,021	\$38,962
13	Hourly	\$15.75	\$16.15	\$16.56	\$16.98	\$17.40	\$17.83	\$18.28	\$18.73	\$19.20
	Monthly	\$2,730.33	\$2,799.58	\$2,870.92	\$2,942.33	\$3,015.58	\$3,089.92	\$3,168.42	\$3,246.83	\$3,327.33
	Annual	\$32,764	\$33,595	\$34,451	\$35,308	\$36,187	\$37,079	\$38,021	\$38,962	\$39,928
14	Hourly	\$16.15	\$16.56	\$16.98	\$17.40	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68
	Monthly	\$2,799.58	\$2,870.92	\$2,942.33	\$3,015.58	\$3,089.92	\$3,168.42	\$3,246.83	\$3,327.33	\$3,411.92
	Annual	\$33,595	\$34,451	\$35,308	\$36,187	\$37,079	\$38,021	\$38,962	\$39,928	\$40,943

Table 29 CSEA - July 1, 2015

Range	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
15	Hourly	\$16.56	\$16.98	\$17.40	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.18
	Monthly	\$2,870.92	\$2,942.33	\$3,015.58	\$3,089.92	\$3,168.42	\$3,246.83	\$3,327.33	\$3,411.92	\$3,498.50
	Annual	\$34,451	\$35,308	\$36,187	\$37,079	\$38,021	\$38,962	\$39,928	\$40,943	\$41,982
16	Hourly	\$16.98	\$17.40	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.18	\$20.68
	Monthly	\$2,942.33	\$3,015.58	\$3,089.92	\$3,168.42	\$3,246.83	\$3,327.33	\$3,411.92	\$3,498.50	\$3,584.08
	Annual	\$35,308	\$36,187	\$37,079	\$38,021	\$38,962	\$39,928	\$40,943	\$41,982	\$43,009
17	Hourly	\$17.40	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.18	\$20.68	\$21.20
	Monthly	\$3,015.58	\$3,089.92	\$3,168.42	\$3,246.83	\$3,327.33	\$3,411.92	\$3,498.50	\$3,584.08	\$3,674.75
	Annual	\$36,187	\$37,079	\$38,021	\$38,962	\$39,928	\$40,943	\$41,982	\$43,009	\$44,097
18	Hourly	\$17.83	\$18.28	\$18.73	\$19.20	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73
	Monthly	\$3,089.92	\$3,168.42	\$3,246.83	\$3,327.33	\$3,411.92	\$3,498.50	\$3,584.08	\$3,674.75	\$3,766.42
	Annual	\$37,079	\$38,021	\$38,962	\$39,928	\$40,943	\$41,982	\$43,009	\$44,097	\$45,197
19	Hourly	\$18.28	\$18.73	\$19.20	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27
	Monthly	\$3,168.42	\$3,246.83	\$3,327.33	\$3,411.92	\$3,498.50	\$3,584.08	\$3,674.75	\$3,766.42	\$3,860.17
	Annual	\$38,021	\$38,962	\$39,928	\$40,943	\$41,982	\$43,009	\$44,097	\$45,197	\$46,322
20	Hourly	\$18.73	\$19.20	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.82
	Monthly	\$3,246.83	\$3,327.33	\$3,411.92	\$3,498.50	\$3,584.08	\$3,674.75	\$3,766.42	\$3,860.17	\$3,955.92
	Annual	\$38,962	\$39,928	\$40,943	\$41,982	\$43,009	\$44,097	\$45,197	\$46,322	\$47,471
21	Hourly	\$19.20	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.82	\$23.41
	Monthly	\$3,327.33	\$3,411.92	\$3,498.50	\$3,584.08	\$3,674.75	\$3,766.42	\$3,860.17	\$3,955.92	\$4,056.83
	Annual	\$39,928	\$40,943	\$41,982	\$43,009	\$44,097	\$45,197	\$46,322	\$47,471	\$48,682
22	Hourly	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.82	\$23.41	\$23.98
	Monthly	\$3,411.92	\$3,498.50	\$3,584.08	\$3,674.75	\$3,766.42	\$3,860.17	\$3,955.92	\$4,056.83	\$4,156.67
	Annual	\$40,943	\$41,982	\$43,009	\$44,097	\$45,197	\$46,322	\$47,471	\$48,682	\$49,880
23	Hourly	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.82	\$23.41	\$23.98	\$24.58
	Monthly	\$3,498.50	\$3,584.08	\$3,674.75	\$3,766.42	\$3,860.17	\$3,955.92	\$4,056.83	\$4,156.67	\$4,260.58
	Annual	\$41,982	\$43,009	\$44,097	\$45,197	\$46,322	\$47,471	\$48,682	\$49,880	\$51,127
24	Hourly	\$20.68	\$21.20	\$21.73	\$22.27	\$22.82	\$23.41	\$23.98	\$24.58	\$25.20
	Monthly	\$3,584.08	\$3,674.75	\$3,766.42	\$3,860.17	\$3,955.92	\$4,056.83	\$4,156.67	\$4,260.58	\$4,367.50
	Annual	\$43,009	\$44,097	\$45,197	\$46,322	\$47,471	\$48,682	\$49,880	\$51,127	\$52,410
25	Hourly	\$21.20	\$21.73	\$22.27	\$22.82	\$23.41	\$23.98	\$24.58	\$25.20	\$25.83
	Monthly	\$3,674.75	\$3,766.42	\$3,860.17	\$3,955.92	\$4,056.83	\$4,156.67	\$4,260.58	\$4,367.50	\$4,476.50
	Annual	\$44,097	\$45,197	\$46,322	\$47,471	\$48,682	\$49,880	\$51,127	\$52,410	\$53,718
26	Hourly	\$21.73	\$22.27	\$22.82	\$23.41	\$23.98	\$24.58	\$25.20	\$25.83	\$26.47
	Monthly	\$3,766.42	\$3,860.17	\$3,955.92	\$4,056.83	\$4,156.67	\$4,260.58	\$4,367.50	\$4,476.50	\$4,588.58
	Annual	\$45,197	\$46,322	\$47,471	\$48,682	\$49,880	\$51,127	\$52,410	\$53,718	\$55,063
27	Hourly	\$22.27	\$22.82	\$23.41	\$23.98	\$24.58	\$25.20	\$25.83	\$26.47	\$27.13
	Monthly	\$3,860.17	\$3,955.92	\$4,056.83	\$4,156.67	\$4,260.58	\$4,367.50	\$4,476.50	\$4,588.58	\$4,702.75
	Annual	\$46,322	\$47,471	\$48,682	\$49,880	\$51,127	\$52,410	\$53,718	\$55,063	\$56,433
28	Hourly	\$22.82	\$23.41	\$23.98	\$24.58	\$25.20	\$25.83	\$26.47	\$27.13	\$27.81
	Monthly	\$3,955.92	\$4,056.83	\$4,156.67	\$4,260.58	\$4,367.50	\$4,476.50	\$4,588.58	\$4,702.75	\$4,820.92
	Annual	\$47,471	\$48,682	\$49,880	\$51,127	\$52,410	\$53,718	\$55,063	\$56,433	\$57,851

Table 29 CSEA - July 1, 2015

Range	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
29	Hourly	\$23.41	\$23.98	\$24.58	\$25.20	\$25.83	\$26.47	\$27.13	\$27.81	\$28.50
	Monthly	\$4,056.83	\$4,156.67	\$4,260.58	\$4,367.50	\$4,476.50	\$4,588.58	\$4,702.75	\$4,820.92	\$4,940.17
	Annual	\$48,682	\$49,880	\$51,127	\$52,410	\$53,718	\$55,063	\$56,433	\$57,851	\$59,282
30	Hourly	\$23.98	\$24.58	\$25.20	\$25.83	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22
	Monthly	\$4,156.67	\$4,260.58	\$4,367.50	\$4,476.50	\$4,588.58	\$4,702.75	\$4,820.92	\$4,940.17	\$5,065.42
	Annual	\$49,880	\$51,127	\$52,410	\$53,718	\$55,063	\$56,433	\$57,851	\$59,282	\$60,785
31	Hourly	\$24.58	\$25.20	\$25.83	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95
	Monthly	\$4,260.58	\$4,367.50	\$4,476.50	\$4,588.58	\$4,702.75	\$4,820.92	\$4,940.17	\$5,065.42	\$5,191.75
	Annual	\$51,127	\$52,410	\$53,718	\$55,063	\$56,433	\$57,851	\$59,282	\$60,785	\$62,301
32	Hourly	\$25.20	\$25.83	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70
	Monthly	\$4,367.50	\$4,476.50	\$4,588.58	\$4,702.75	\$4,820.92	\$4,940.17	\$5,065.42	\$5,191.75	\$5,321.17
	Annual	\$52,410	\$53,718	\$55,063	\$56,433	\$57,851	\$59,282	\$60,785	\$62,301	\$63,854
33	Hourly	\$25.83	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46
	Monthly	\$4,476.50	\$4,588.58	\$4,702.75	\$4,820.92	\$4,940.17	\$5,065.42	\$5,191.75	\$5,321.17	\$5,453.58
	Annual	\$53,718	\$55,063	\$56,433	\$57,851	\$59,282	\$60,785	\$62,301	\$63,854	\$65,443
34	Hourly	\$26.47	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25
	Monthly	\$4,588.58	\$4,702.75	\$4,820.92	\$4,940.17	\$5,065.42	\$5,191.75	\$5,321.17	\$5,453.58	\$5,590.08
	Annual	\$55,063	\$56,433	\$57,851	\$59,282	\$60,785	\$62,301	\$63,854	\$65,443	\$67,081
35	Hourly	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25	\$33.06
	Monthly	\$4,702.75	\$4,820.92	\$4,940.17	\$5,065.42	\$5,191.75	\$5,321.17	\$5,453.58	\$5,590.08	\$5,730.67
	Annual	\$56,433	\$57,851	\$59,282	\$60,785	\$62,301	\$63,854	\$65,443	\$67,081	\$68,768
36	Hourly	\$27.81	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25	\$33.06	\$33.88
	Monthly	\$4,820.92	\$4,940.17	\$5,065.42	\$5,191.75	\$5,321.17	\$5,453.58	\$5,590.08	\$5,730.67	\$5,872.33
	Annual	\$57,851	\$59,282	\$60,785	\$62,301	\$63,854	\$65,443	\$67,081	\$68,768	\$70,468
37	Hourly	\$28.50	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25	\$33.06	\$33.88	\$34.73
	Monthly	\$4,940.17	\$5,065.42	\$5,191.75	\$5,321.17	\$5,453.58	\$5,590.08	\$5,730.67	\$5,872.33	\$6,020.00
	Annual	\$59,282	\$60,785	\$62,301	\$63,854	\$65,443	\$67,081	\$68,768	\$70,468	\$72,240
38	Hourly	\$29.22	\$29.95	\$30.70	\$31.46	\$32.25	\$33.06	\$33.88	\$34.73	\$35.60
	Monthly	\$5,065.42	\$5,191.75	\$5,321.17	\$5,453.58	\$5,590.08	\$5,730.67	\$5,872.33	\$6,020.00	\$6,170.83
	Annual	\$60,785	\$62,301	\$63,854	\$65,443	\$67,081	\$68,768	\$70,468	\$72,240	\$74,050
39	Hourly	\$29.95	\$30.70	\$31.46	\$32.25	\$33.06	\$33.88	\$34.73	\$35.60	\$36.49
	Monthly	\$5,191.75	\$5,321.17	\$5,453.58	\$5,590.08	\$5,730.67	\$5,872.33	\$6,020.00	\$6,170.83	\$6,324.58
	Annual	\$62,301	\$63,854	\$65,443	\$67,081	\$68,768	\$70,468	\$72,240	\$74,050	\$75,895
40	Hourly	\$30.70	\$31.46	\$32.25	\$33.06	\$33.88	\$34.73	\$35.60	\$36.49	\$37.39
	Monthly	\$5,321.17	\$5,453.58	\$5,590.08	\$5,730.67	\$5,872.33	\$6,020.00	\$6,170.83	\$6,324.58	\$6,481.50
	Annual	\$63,854	\$65,443	\$67,081	\$68,768	\$70,468	\$72,240	\$74,050	\$75,895	\$77,778
41	Hourly	\$31.46	\$32.25	\$33.06	\$33.88	\$34.73	\$35.60	\$36.49	\$37.39	\$38.34
	Monthly	\$5,453.58	\$5,590.08	\$5,730.67	\$5,872.33	\$6,020.00	\$6,170.83	\$6,324.58	\$6,481.50	\$6,645.50
	Annual	\$65,443	\$67,081	\$68,768	\$70,468	\$72,240	\$74,050	\$75,895	\$77,778	\$79,746
42	Hourly	\$32.25	\$33.06	\$33.88	\$34.73	\$35.60	\$36.49	\$37.39	\$38.34	\$39.29
	Monthly	\$5,590.08	\$5,730.67	\$5,872.33	\$6,020.00	\$6,170.83	\$6,324.58	\$6,481.50	\$6,645.50	\$6,810.58
	Annual	\$67,081	\$68,768	\$70,468	\$72,240	\$74,050	\$75,895	\$77,778	\$79,746	\$81,727

Table 29 CSEA - July 1, 2015

Range	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
43	Hourly	\$33.06	\$33.88	\$34.73	\$35.60	\$36.49	\$37.39	\$38.34	\$39.29	\$40.28
	Monthly	\$5,730.67	\$5,872.33	\$6,020.00	\$6,170.83	\$6,324.58	\$6,481.50	\$6,645.50	\$6,810.58	\$6,981.75
	Annual	\$68,768	\$70,468	\$72,240	\$74,050	\$75,895	\$77,778	\$79,746	\$81,727	\$83,781
44	Hourly	\$33.88	\$34.73	\$35.60	\$36.49	\$37.39	\$38.34	\$39.29	\$40.28	\$41.30
	Monthly	\$5,872.33	\$6,020.00	\$6,170.83	\$6,324.58	\$6,481.50	\$6,645.50	\$6,810.58	\$6,981.75	\$7,158.00
	Annual	\$70,468	\$72,240	\$74,050	\$75,895	\$77,778	\$79,746	\$81,727	\$83,781	\$85,896
45	Hourly	\$34.73	\$35.60	\$36.49	\$37.39	\$38.34	\$39.29	\$40.28	\$41.30	\$42.32
	Monthly	\$6,020.00	\$6,170.83	\$6,324.58	\$6,481.50	\$6,645.50	\$6,810.58	\$6,981.75	\$7,158.00	\$7,335.25
	Annual	\$72,240	\$74,050	\$75,895	\$77,778	\$79,746	\$81,727	\$83,781	\$85,896	\$88,023
46	Hourly	\$35.60	\$36.49	\$37.39	\$38.34	\$39.29	\$40.28	\$41.30	\$42.32	\$43.38
	Monthly	\$6,170.83	\$6,324.58	\$6,481.50	\$6,645.50	\$6,810.58	\$6,981.75	\$7,158.00	\$7,335.25	\$7,519.67
	Annual	\$74,050	\$75,895	\$77,778	\$79,746	\$81,727	\$83,781	\$85,896	\$88,023	\$90,236
47	Hourly	\$36.49	\$37.39	\$38.34	\$39.29	\$40.28	\$41.30	\$42.32	\$43.38	\$44.46
	Monthly	\$6,324.58	\$6,481.50	\$6,645.50	\$6,810.58	\$6,981.75	\$7,158.00	\$7,335.25	\$7,519.67	\$7,706.17
	Annual	\$75,895	\$77,778	\$79,746	\$81,727	\$83,781	\$85,896	\$88,023	\$90,236	\$92,474
48	Hourly	\$37.39	\$38.34	\$39.29	\$40.28	\$41.30	\$42.32	\$43.38	\$44.46	\$45.58
	Monthly	\$6,481.50	\$6,645.50	\$6,810.58	\$6,981.75	\$7,158.00	\$7,335.25	\$7,519.67	\$7,706.17	\$7,899.67
	Annual	\$77,778	\$79,746	\$81,727	\$83,781	\$85,896	\$88,023	\$90,236	\$92,474	\$94,796
49	Hourly	\$38.34	\$39.29	\$40.28	\$41.30	\$42.32	\$43.38	\$44.46	\$45.58	\$46.71
	Monthly	\$6,645.50	\$6,810.58	\$6,981.75	\$7,158.00	\$7,335.25	\$7,519.67	\$7,706.17	\$7,899.67	\$8,096.33
	Annual	\$79,746	\$81,727	\$83,781	\$85,896	\$88,023	\$90,236	\$92,474	\$94,796	\$97,156
50	Hourly	\$39.29	\$40.28	\$41.30	\$42.32	\$43.38	\$44.46	\$45.58	\$46.71	\$47.89
	Monthly	\$6,810.58	\$6,981.75	\$7,158.00	\$7,335.25	\$7,519.67	\$7,706.17	\$7,899.67	\$8,096.33	\$8,300.08
	Annual	\$81,727	\$83,781	\$85,896	\$88,023	\$90,236	\$92,474	\$94,796	\$97,156	\$99,601
51	Hourly	\$40.28	\$41.30	\$42.32	\$43.38	\$44.46	\$45.58	\$46.71	\$47.89	\$49.09
	Monthly	\$6,981.75	\$7,158.00	\$7,335.25	\$7,519.67	\$7,706.17	\$7,899.67	\$8,096.33	\$8,300.08	\$8,507.92
	Annual	\$83,781	\$85,896	\$88,023	\$90,236	\$92,474	\$94,796	\$97,156	\$99,601	\$102,095
52	Hourly	\$41.30	\$42.32	\$43.38	\$44.46	\$45.58	\$46.71	\$47.89	\$49.09	\$50.31
	Monthly	\$7,158.00	\$7,335.25	\$7,519.67	\$7,706.17	\$7,899.67	\$8,096.33	\$8,300.08	\$8,507.92	\$8,720.83
	Annual	\$85,896	\$88,023	\$90,236	\$92,474	\$94,796	\$97,156	\$99,601	\$102,095	\$104,650
53	Hourly	\$42.32	\$43.38	\$44.46	\$45.58	\$46.71	\$47.89	\$49.09	\$50.31	\$51.58
	Monthly	\$7,335.25	\$7,519.67	\$7,706.17	\$7,899.67	\$8,096.33	\$8,300.08	\$8,507.92	\$8,720.83	\$8,939.83
	Annual	\$88,023	\$90,236	\$92,474	\$94,796	\$97,156	\$99,601	\$102,095	\$104,650	\$107,278
54	Hourly	\$43.38	\$44.46	\$45.58	\$46.71	\$47.89	\$49.09	\$50.31	\$51.58	\$52.86
	Monthly	\$7,519.67	\$7,706.17	\$7,899.67	\$8,096.33	\$8,300.08	\$8,507.92	\$8,720.83	\$8,939.83	\$9,162.92
	Annual	\$90,236	\$92,474	\$94,796	\$97,156	\$99,601	\$102,095	\$104,650	\$107,278	\$109,955
55	Hourly	\$44.46	\$45.58	\$46.71	\$47.89	\$49.09	\$50.31	\$51.58	\$52.86	\$54.18
	Monthly	\$7,706.17	\$7,899.67	\$8,096.33	\$8,300.08	\$8,507.92	\$8,720.83	\$8,939.83	\$9,162.92	\$9,391.17
	Annual	\$92,474	\$94,796	\$97,156	\$99,601	\$102,095	\$104,650	\$107,278	\$109,955	\$112,694
56	Hourly	\$45.58	\$46.71	\$47.89	\$49.09	\$50.31	\$51.58	\$52.86	\$54.18	\$55.54
	Monthly	\$7,899.67	\$8,096.33	\$8,300.08	\$8,507.92	\$8,720.83	\$8,939.83	\$9,162.92	\$9,391.17	\$9,626.50
	Annual	\$94,796	\$97,156	\$99,601	\$102,095	\$104,650	\$107,278	\$109,955	\$112,694	\$115,518

Table 29 CSEA - July 1, 2015

Range	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
57	Hourly	\$46.71	\$47.89	\$49.09	\$50.31	\$51.58	\$52.86	\$54.18	\$55.54	\$56.93
	Monthly	\$8,096.33	\$8,300.08	\$8,507.92	\$8,720.83	\$8,939.83	\$9,162.92	\$9,391.17	\$9,626.50	\$9,868.00
	Annual	\$97,156	\$99,601	\$102,095	\$104,650	\$107,278	\$109,955	\$112,694	\$115,518	\$118,416
58	Hourly	\$47.89	\$49.09	\$50.31	\$51.58	\$52.86	\$54.18	\$55.54	\$56.93	\$58.35
	Monthly	\$8,300.08	\$8,507.92	\$8,720.83	\$8,939.83	\$9,162.92	\$9,391.17	\$9,626.50	\$9,868.00	\$10,113.50
	Annual	\$99,601	\$102,095	\$104,650	\$107,278	\$109,955	\$112,694	\$115,518	\$118,416	\$121,362
59	Hourly	\$49.09	\$50.31	\$51.58	\$52.86	\$54.18	\$55.54	\$56.93	\$58.35	\$59.81
	Monthly	\$8,507.92	\$8,720.83	\$8,939.83	\$9,162.92	\$9,391.17	\$9,626.50	\$9,868.00	\$10,113.50	\$10,366.17
	Annual	\$102,095	\$104,650	\$107,278	\$109,955	\$112,694	\$115,518	\$118,416	\$121,362	\$124,394
60	Hourly	\$50.31	\$51.58	\$52.86	\$54.18	\$55.54	\$56.93	\$58.35	\$59.81	\$61.30
	Monthly	\$8,720.83	\$8,939.83	\$9,162.92	\$9,391.17	\$9,626.50	\$9,868.00	\$10,113.50	\$10,366.17	\$10,624.92
	Annual	\$104,650	\$107,278	\$109,955	\$112,694	\$115,518	\$118,416	\$121,362	\$124,394	\$127,499

Board of Trustees Resolution No. 25 – April 22, 1976

Resolution No. 25 (1975-76)

RESOLUTION
OF THE GOVERNING BOARD OF THE
SANTA BARBARA COMMUNITY COLLEGE DISTRICT

RE: VOLUNTARY RECOGNITION OF THE CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION AS EXCLUSIVE REPRESENTATIVE FOR CLASSIFIED EMPLOYEES

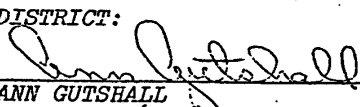
WHEREAS, Section 3540, et seq. of the Government Code, Title 1, Division 4, Chapter 10.7 (Rodda Act) provides that the public school employer may voluntarily recognize an employee organization as the exclusive representative of an appropriate unit of employees; and


WHEREAS, the California School Employees Association has requested recognition pursuant to the provisions of the "Rodda Act" and has complied with the appropriate sections of the rules and regulations of the Educational Employment Relations Board; and

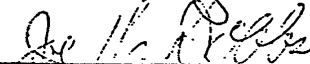
WHEREAS, the California School Employees Association has agreed not to seek a clarification, or amendment, of the representation unit;

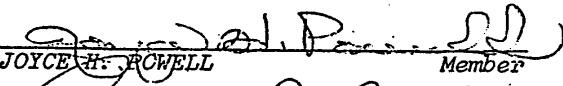
THEREFORE, BE IT RESOLVED THAT the BOARD OF TRUSTEES of the SANTA BARBARA COMMUNITY COLLEGE DISTRICT hereby grants exclusive recognition to the California School Employee Association for the employees in the representation unit which is described in the CSEA request for exclusive representation, dated April 2, 1976, and excluding all other positions not designated, including but not limited to those employees designated as management, supervisory, or confidential by the District.

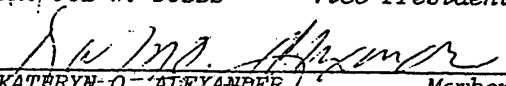
PASSED AND ADOPTED this 22nd day of April, 1976
by members of the Board of Trustees of the SANTA BARBARA COMMUNITY COLLEGE
DISTRICT:


ANN GUTSHALL President

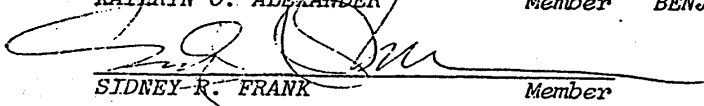

JAMES R. GARVIN Member


DR. JOE W. DOBBS Vice-President

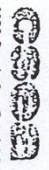

JOYCE H. POWELL Member


KATHRYN O. ALEXANDER Member


BENJAMIN F. J. WELLS Member


SIDNEY R. FRANK Member

Recognition Request Letter - April 2, 1976

 CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
1120 South San Gabriel Blvd., Suite 230 San Gabriel, CA 91776 Telephone (213) 285-2125

California School Employees Association
2350 Paramount Drive, P. O. Box 640
San Jose, California 95106

April 2, 1976

Channel City Chapter # 289
22 San Dimas Ave.
Santa Barbara, Ca. 93111

SANTA CRISTINA CITY COLLEGE
PRESIDENT'S OFFICE

Governing Board
Santa Barbara Community College
721 Cliff Dr.
Santa Barbara, Ca. 93109

PRESIDENT'S OFFICE

Attention: Dr. Glen G. Gooder Secretary to the Governing Board - President
Honorable Members:

The California School Employees Association and its Channel City Chapter #289 hereinafter referred to as CSEA, request that the Governing Board recognize CSEA as the exclusive representative of the classified employees with description below in accordance with the authority granted by Government Code Section 3514.

Unit

The unit for which CSEA request exclusive representation is composed of approximately 208 classified employees as reflected by the public records of the district. We request that all of the classified employees a part of the classified service who receive personal benefits and work 20 hours a week or more, and are in, or have completed the probationary period of the district, be designated as an appropriate unit, which shall INCLUDE but not be limited to the following major groupings of jobs: Food Services, Clerical and Secretarial, operations and maintenance to include Custodial/maintenance/grounds, Instructional Aides (paraprofessionals), and Transportation.

The unit excludes noon duty supervisors (by whatever name) when the job description does not authorize or require the performance of duties other than playground supervision of students for the purpose of providing certified personal with a duty free lunch period, and those positions not a part of the classified service who work less than 20 hours a week and who do not receive personal benefits, and who do not gain permanent status as defined by the California Educational Code. This unit also excludes those positions which can be lawfully be declared management, confidential, and supervisory. The unit is based upon a community of interest between and among the employees and their established predecessors, and the fact that the proposed unit will promote the efficient operation of the district.

2.2-b (3)
1 of 5

EMPLOYEES

CSEA declares that a majority of this unit has provided CSEA with signed authorizations for representation as their sole and exclusive bargaining representative for all matters relating to wages, hours, and other terms and conditions of employment. While the law permits the submission of membership list to indicate support for recognition, CSEA has circulated petitions evidencing support for recognition so that the board will be aware that the request for recognition is based upon CURRENT support.

Copies of this are attached as Exhibits A (1 - 15)

STATEMENTS

A copy of CSEA 's request for recognition has been filed with the appropriate regional office of the Educational Employment Relations Board.

CSEA certifies that no other employee organization within the 12 months preceding this request for recognition is known to have been recognized by the employer as the exclusive representative of any of the classified employees included in the unit described above. CSEA certifies that no other employee organization is known to have a written agreement with the district covering any employee included in the unit described in this request for recognition.

REQUEST

Accordingly, CSEA respectfully requests recognition as the exclusive representative for all employees a part of the unit described herein for the purpose of meeting, negotiating, and representing each and every employee of that unit.

ORGANIZATIONAL REPRESENTATIVE

Any communications or questions regarding this request should be directed to:

Leonard G. Benilla Field Representative
California School Employees Association
9701 State Street Suite 211
Santa Barbara, Ca. 93105 Phone (805) 682-2202

Respectfully submitted,

Leonard G. Benilla
President

Attachments: Exhibits A (1 - 15)

CC: Educational Employment Relations Board