

TENTATIVE AGREEMENT FOR 2020/2021 NEGOTIATIONS (effective 7/1/2021)

ARTICLE 14

PROBATIONARY PERIOD

NEW HIRES

Classified Bargaining Unit Members shall be on probation during the first ~~six (6) months of paid service or~~ one hundred ~~eighty-three (180/130)~~ workdays of ~~employment paid service, whichever is longer with thirty (30) additional workdays probation at District's option.~~ For purposes of this Article, workdays shall be defined as those on paid status, and shall not include absences of more than thirty (30) consecutive days.

~~If the District exercises the option to extend a Classified Bargaining Unit Member's probation, and the member consents to disclosure to the Union, then the District shall provide notice to the Union of the extension.~~

During this period, the probationary employee may be discharged without assigning any cause therefore; and said discharge is specifically excluded from the Grievance Procedure. No seniority is acquired during the probationary period. Upon receiving permanency in a position, seniority shall revert to the date of hire.

SALARY SCHEDULE ADVANCEMENT

Classified Bargaining Unit Members hired prior to the sixth (6th) day of the month shall advance to Step 2 on the first (1st) day of the month in which permanency is earned.

Classified Bargaining Unit Members hired on the sixth (6th) through the twentieth (20th) day of the month shall advance to Step 2 on the sixteenth (16th) day of the month in which permanency is earned.

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Classified Bargaining Unit Members hired on the twenty-first (21st) day of the month or after shall advance to Step 2 on the first (1st) day of the month following the month in which permanency is earned.

~~All Classified Bargaining Unit Members with an extended probationary period of thirty (30) workdays shall remain on Step 1 and, if awarded permanency, move to Step 2 after probation.~~

PROMOTIONAL ADVANCEMENT

Classified Bargaining Unit Members who have achieved permanency with the District and who then subsequently promote to a different job classification will be placed on probation for ninety (90) ~~workdays~~ days of paid service if the promotion is to a related job classification (ex. Clerk Typist to Secretary). At the District's option, the probationary period may be extended for thirty (30) additional ~~workdays~~ days of paid service, provided the extension of the probationary period is not as a result of the evaluator's failure to evaluate in a timely manner.

Members who promote to an unrelated job classification will be placed on probation for ninety (90) days of paid service ~~workdays~~ (ex. District Safety Officer to Technology) and may be subject to an additional probation period of ~~ninety-fourty (9040)~~ workdays days of paid service at the District's option, provided the extension of the probationary period is not as a result of the evaluator's failure to evaluate in a timely manner.

If the District exercises the option to extend a Classified Bargaining Unit Member's probation, and the member consents to disclosure to the Union, then the District shall provide notice to the Union of the extension.

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All Classified Bargaining Unit Members with an extended probationary period shall remain on their current step and, if awarded permanency, move to the next step after probation, unless the Unit Member is already on the maximum step.

A permanent Classified Bargaining Unit Member who promotes and fails to complete probationary service for the promotional position shall be returned to the same Classified Bargaining Unit job classification which he or she previously achieved permanency pursuant to Education Code § 45113.

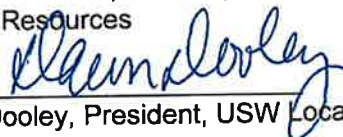
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