

CHAPTER 18
COMPENSATION AND PAY PRACTICES

BARGAINING UNITS REFER TO CONTRACTS

1. The Education Code requires the Board of Trustees, not later than the date prescribed for approval of the publication budget of every year, to fix the salary schedule for the ensuing school year for all classified employees. Any action taken by the Board of Trustees must be in compliance with the Personnel Commission's Rules and Regulations.

REFERENCE: Education Code Sections 88080, 88081, 88082, 88086.5 and 88160

18.1.B BOARD MAY INCREASE SALARY SCHEDULE: The Board of Trustees may increase the salary schedule for classified employees at any time during the fiscal year and will consider increases and/or decreases resulting from the classification or reclassification of positions as approved by the Commission.

REFERENCE: Education Code Sections 88080, 88081 and 88162

18.1.C BOARD MUST EMPLOY/PAY IN ACCORDANCE WITH MERIT SYSTEM: The Board of Trustees is authorized to employ, pay and otherwise control the services of classified employees only in accordance with the provisions of Title 2, Division 3, Chapter 5, Article 6 (Merit System) of the State of California Education Code and these Rules.

REFERENCE: Education Code Sections 88061, 88080 and 88081

18.1.D COMMISSION SHALL RECOMMEND SALARY SCHEDULES TO BOARD: The Director of Human Resources shall prepare recommendations for classes to classified salary schedules for approval by the Personnel Commission. The salary schedule(s) approved by the Personnel

2. The wages and salaries paid by other government agencies which may be in competition with the district labor market.

- b. If employee files an appeal and/or grievance regarding the overall less than exceeds expectation evaluation and the evaluation is overturned, the employee shall receive the step advancement retroactive to the employee's anniversary date.

- c. The immediate supervisor or the employee may request

period shall be placed on the step of the former range and retain the former anniversary date they held prior to promotion.

REFERENCE: Education Code Sections 88080, 88081 and 88128

18.2.1

PLACEMENT WHEN REEMPLOYED OR REINSTATED: When an employee is reemployed or reinstated following a resignation, layoff, or other separation from employment, the employee shall be placed on the same step of the range for the class which he/she had achieved prior to the separation, including any change(s) in rate or range applicable to the employee's class; except that step advancement within the range shall be granted under the following conditions:

1. When the employee's paid status credit is combined with any service time earned prior to the employment separation, but after the last anniversary date increase, adds up to the equivalent of one year's service credit, the

The Board of Trustees has approved longevity for classified employees as follows:

1. Commencing the 10th service year
2. Commencing the 15th service year