

AGREEMENT BETWEEN
THE BOARD OF TRUSTEES OF
SAN MATEO COUNTY COMMUNITY COLLEGE DISTRICT

AND

THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS SAN MATEO CCCD CHAPTER 33

JULY 1, 2022 – JUNE 30, 2025

**Agreement Between the San Mateo County Community College District
And
The California School Employees Association and its San Mateo CCCD Chapter 33**

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PREAMBLE

The Board of Trustees of the San Mateo County Community College District, hereinafter referred to as the Board, and the California School Employees Association, Chapter No. 33, hereinafter referred to as the CSEA, agree as follows:

ARTICLE 1: RECOGNITION

- 1.1 **Exclusive Agent:** Subject to the rules of the Public Employment Relations Board (PERB), the SMCCCD Board of Trustees recognizes the California School Employees Association, Chapter No. 33, as the exclusive and sole negotiating agent for the all classified service positions, except for those positions designated and defined by Government Code and/or the Education Code as management, supervisory, confidential, or represented by another collective bargaining agent. A current listing of classified service positions is described in Appendix A of this agreement.

The District and CSEA shall meet at a regularly scheduled labor management committee meetings, in order to discuss and negotiate the proper placement or removal of existing or newly created classified service positions and/or classifications prior to the Board of Trustees approving such positions, if the job descriptions consist of duties performed by employees in the bargaining unit or which by the nature of the duties should be reasonably assigned to the CSEA bargaining unit.

This shall not preclude the Business Agent of California School Employees State Association from representing members of CSEA, Chapter No. 33 in the employer/employee relations with the District under the terms of Government Code Section 3540 et seq.

- 1.2 **Board Negotiates with Union:** Pertaining to employees within this unit, the Board agrees not to meet and negotiate with any organization other than the CSEA for the duration of this Agreement; further, the Board agrees not to negotiate individually with any employee during the duration of this Agreement on matters subject to meeting and negotiating.
- 1.3 **Union Recognizes Board:** The CSEA recognizes the Board as the duly elected representative of the people and agrees to negotiate only with the Board or its duly authorized representatives designated by the Board to act in its behalf. The CSEA agrees further that neither it nor any of its members or agents will attempt to negotiate privately or individually with any administrator or Board member.
- 1.4 **Union Represents Unit Members:** The CSEA agrees that neither it nor its members or agents will attempt to represent, in any negotiations or grievances, the interests of anyone other than members of its bargaining unit.
- a. "Classification" means that each position in the classified service shall have a designated title, a regular minimum number of assigned hours per day, days per week, and months per year, a specific statement of the duties required to be performed by the employee in each such position, and regular monthly salary ranges for each such position.
 - b. "Regular" as used in the phrase "regular classified employee", or any similar phrase refers to a classified employee who has probationary or permanent status.

- c. "Supervisory Employee" means any employee, regardless of job description, having authority in the interest of the District to hire, transfer, discipline, suspend, layoff, recall, promote, discharge, assign, reward, or the responsibility to assign work and direct other employees, or to adjust their grievances, or effectively recommend that action, if in connection with the foregoing functions, the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment. These positions are not part of the CSEA bargaining unit.
 - d. "Confidential employee" means any employee who is required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions. These positions are not part of the CSEA bargaining unit.
 - e. "Management employee" means any employee in a position having significant responsibilities for formulating district policies or administering district programs. Management positions shall be designated by the public school employer subject to review by the Public Employment Relations Board (PERB). These positions are not part of the CSEA bargaining unit.
- 1.5 **Bargaining Unit:** The bargaining unit may be expanded to other classes by mutual agreement of the Board and the CSEA. Disputed cases shall be submitted for decision to be rendered by the Public Employment Relations Board.
- 1.6 **No Interference/Discrimination:** Neither the Board nor the CSEA shall interfere with, restrain, intimidate, coerce or discriminate against bargaining unit members because of the exercise of their rights to engage or not to engage in CSEA activity.
- 1.7 **Section Titles:** All section titles in this Agreement are descriptive only and have no meaning in regard to the interpretation of the sections.

ARTICLE 2: MEMBERSHIP DUES

- 2.1 **Membership and Dues Deduction:** District shall distribute CSEA-supplied membership applications to new hires (but not make any statement suggesting workers must join). The District shall refer all employee questions about CSEA or dues over to the CSEA Chapter President or Labor Relations Representative. CSEA shall defend and indemnify District for any claims arising from its compliance with this clause. This agreement shall satisfy District's duty to bargain effects of *Janus* decision.
- 2.2 The District shall not interfere with the terms of any agreement between CSEA and the District's employee with regard to that employee's membership in CSEA.
- 2.3 CSEA shall have the sole and exclusive right to receive the payroll deduction for regular membership dues.
- 2.4 **Compliance:** If any provision of this Article is invalid under federal or state law, said provision shall be modified to comply with the requirements of said federal or state law.
- 2.5 **Payroll Deduction/List of Unit Members:** The Board shall deduct, in accordance with the CSEA dues schedule, dues from the wages of all employees who are members of CSEA.
- 2.6 The District's managers, supervisors and confidential employees shall take no position regarding employees' decisions to belong to the Union or participate in its activities. Managers, supervisors and confidential employees shall not instruct employees on the process to leave CSEA, but instead will refer any questions to the CSEA Labor Relations Representative. The District shall only process requests to drop membership that originate from the CSEA State Association.
- 2.7 The employer shall not be obligated to put into effect any new or changed deductions until the pay period commencing thirty (30) days after such submission.
- 2.8 There shall be no charge by the employer to CSEA for regular membership dues deductions.
- 2.9 **Membership Information:** The District shall take all reasonable steps to safeguard the privacy of CSEA members' personal information, including but not limited to members Social Security Numbers, personal addresses, personal phone number, personal cellular phone number, and status as a union member.
- 2.10 **Hold Harmless:** CSEA shall defend and indemnify District for any claims arising from its compliance with this article for any claims made by the employee for deductions made in reliance on information provided by the employee organization to the employer to cancel or change membership dues authorization. The employer shall be required to promptly notify CSEA of any claims made by employees relating to dues authorization. CSEA shall have the exclusive right to decide and determine whether any such action shall be compromised, resisted, defended, tried or appealed.

ARTICLE 3: DEFINITIONS

- 3.1 **BARGAINING UNIT WORK**: All work performed by unit members as listed in Appendix A. Except in cases of emergency, only bargaining unit employees may perform bargaining unit work unless agreed to in writing by CSEA.
- 3.2 **BASE PAY**: The salary assigned to an employee in a given classification, range, and step as specified in the classified salary schedule.
- 3.3 **BOARD**: The Board of Trustees of the San Mateo County Community College District.
- 3.4 **CATASTROPHIC ILLNESS/INJURY**: An illness or injury that is expected to incapacitate the employee for an extended period of time.
- 3.5 **CHANCELLOR**: The chief executive officer of the San Mateo County Community College District.
- 3.6 **CLASS OR CLASSIFICATION**: A group of positions sufficiently similar in duties, responsibilities, and authority that the same job title, minimum qualifications and salary range are appropriate for all positions in the class.
- 3.7 **CLASSIFICATION ANNIVERSARY DATE**: Classification anniversary date is defined as the effective date upon which an employee is assigned to a new classification and the date the employee is granted salary step advancement if eligible. For persons assigned to a classification during the first sixteen (16) days of the month, the anniversary date is the first of that month. If assigned to a classification after the sixteenth of the month, the anniversary date is the first of the next month. Classification dates will not change when employees change to a new classification assigned to the same salary range as the previous classification.
- 3.8 **CLASSIFIED SERVICE**: The positions which have been classified by the Board as not requiring certification by the office of the Chancellor of the California Community Colleges. Excluded from the Classified Service are substitutes, short-term employees as defined by the Education Code, student assistants employed part time, apprentices, and professional experts employed on a temporary basis for specific projects.
- 3.9 **CONFIDENTIAL EMPLOYEE**: See article 1.4
- 3.10 **DAY**: Wherever, in this Agreement, the word "day" is used, it shall mean a calendar day unless otherwise defined.
- 3.11 **DETAIL**: Temporary assignment whereby an employee performs duties outside of, or inconsistent with, his/her current classification. (pursuant to Ed Code 88010)
- 3.12 **DISCIPLINE**: Discipline includes any action whereby an employee is deprived of any classification or any incident of any classification in which he or she has permanency, including dismissal, suspension with or without pay, demotion, or any reassignment, without his or her voluntary consent, except a layoff for lack of work or lack of funds.
- 3.13 **DISTRICT**: San Mateo County Community College District.
- 3.14 **EMERGENCY**: As used in this agreement means a sudden, unexpected happening, or an unforeseen occurrence or condition, or a sudden or unexpected occasion for action.

- 3.15 **EMPLOYMENT ANNIVERSARY DATE**: The date on which an employee was initially hired by the San Mateo County Community College District and upon which an employee's long service increments are based. For persons employed during the first sixteen (16) days of the month, the anniversary date is the first of that month. If employed after the sixteenth of the month, the anniversary date is the first of the following month.
- 3.16 **FISCAL YEAR**: July 1 through June 30 of the following year.
- 3.17 **IMMEDIATE FAMILY**: Refer to Section 10.3 and 10.4 for definition.
- 3.18 **IMMEDIATE SUPERVISOR**: The position responsible for the supervision and evaluation of work performed by a member of the unit.
- 3.19 **LEAD**: Assigned responsibility for training, coordinating, scheduling, monitoring, and reporting on the work of designated staff; serving as a "project leader" responsible for coordinating the work of designated staff; providing input into the evaluation of designated staff serving on a "workload" team.
- 3.20 **LOCATION**: A subunit within a site.
- 3.21 **MANAGEMENT EMPLOYEE**: See article 1.4
- 3.22 **MEET AND CONFER**: Meet and confer means to meet at reasonable times, to confer in good faith, and to endeavor to reach agreement.
- 3.23 **NEGOTIATION**: The process of the District and the Union meeting together and bargaining in a good faith effort to reach agreement on matters within the scope of representations and executing, if requested by either party, an agreement incorporating matters agreed on. In addition, negotiation implies the possible use of impasse procedure provided in the Education Employment Relations Act.
- 3.24 **OVERTIME**: Work permitted in excess of the regular workday or regular workweek or on holidays.
- 3.25 **PAID STATUS**: This means that an employee is in one of the following District-paid categories: 1) at work; 2) on a holiday declared by the Federal government, the State, or by the District Board; 3) on accumulated sick leave; 4) on vacation; or 5) on another type of paid leave of absence.
- 3.26 **PERMANENT EMPLOYEE**: An employee who has successfully completed his/her probationary period.
- 3.27 **PROBATIONARY EMPLOYEE**: A new employee who has not completed six (6) months of service. Time spent on leave of absence without pay will not apply toward completion of the probationary period.
- 3.28 **REASSIGNMENT**: A change in location of work assignment within a site, in the same classification.
- 3.29 **REGULAR RATE OF PAY**: The combination of base pay plus salary augmentation such as long-service increment (as applicable) and/or shift differential (as applicable). Regular rate of pay is used to calculate overtime.
- 3.30 **REGULAR CLASSIFIED EMPLOYEE**: See Article 1.4

- 3.31 **RETIREE**: An employee in the bargaining unit who at time of separation of employment from the District immediately becomes an annuitant of the Public Employees Retirement System (PERS) or the State Teachers Retirement System (STRS).
- 3.32 **SALARY ALLOCATION**: The assignment of a class to a specific salary schedule range.
- 3.33 **SALARY GRADE**: The collection of salary levels, from the starting salary rate to the normal maximum salary rate, which constitutes the compensation for a particular service.
- 3.34 **SALARY RATE**: A specific amount of money paid for a specific period of service.
- 3.35 **SALARY SCHEDULE**: A series of salary ranges and steps which comprise the rates of pay for all classes.
- 3.36 **SALARY STEP**: One of the salary levels within a salary range.
- 3.37 **SICK LEAVE**: Leave of absence for illness or injury.
- 3.38 **SITE**: One of four (4) places within the college district (Cañada College, College of San Mateo, Skyline College, District Office).
- 3.39 **TRANSFER**: A change in work assignment from one site to another site, in the same classification.
- 3.40 **SUPERVISORY EMPLOYEE**: See Article 1.4
- 3.41 **START OF THE WORK DAY**: The work day shall begin at the start of the employee's regularly scheduled shift.

ARTICLE 4: ORGANIZATIONAL RIGHTS

- 4.1 **Reasonable Access:** The CSEA shall have the right of access at reasonable times to areas in which employees work; the right to use institutional bulletin boards, mail boxes, and other means of communication subject to reasonable regulations; and the right to use institutional facilities at reasonable times for the purpose of meetings concerned with the exercise of the rights guaranteed by statute.

- 4.2 **Board Agendas:** The District shall make every effort to provide CSEA at a regularly scheduled LMC meeting all classified personnel items prior to the Board of Trustees approving such classified personnel items.

A classified personnel item that is received subsequent to the LMC meeting will be sent electronically to each member of LMC prior to the Board of Trustees approving such classified personnel items.

CSEA shall receive a copy of the agenda, minutes, and Board reports of regular Board meetings electronically in advance of any Board meetings.

- 4.3 **Facilities:** CSEA agrees to leave the facilities, buildings, and/or equipment used in a clean and orderly condition.
- 4.4 **Labor/Management Committee:** The CSEA and the District agree to establish an ongoing committee to provide a regular forum for discussion of matters related to the employment of unit members. The CSEA chapter president and the Chancellor shall determine the membership of the committee, which shall make recommendations to the Chancellor. All matters affecting the employment of unit members shall be considered appropriate for discussion by the committee, with the exception of matters which are directly within the scope of collective bargaining. The Chancellor shall report to the Board at least once each year on the recommendations of the committee.
- 4.5 **Changes in Job Descriptions:** The CSEA shall be provided with notification of any proposed changes in job descriptions of classifications within the bargaining unit and provided the opportunity to bargain such changes prior to implementation as per the Educational Employer Relations Act, 1976 (EERA).
- 4.6 **Worksite Elections:** The District shall allow CSEA to have worksite elections for ratification votes and elections. CSEA, with the concurrence of the Chief Executive Officer at each location (or his/her designee) will determine the location(s) and hours of operation. Normally, the ballot box and voter list will be available at the desk of a designated CSEA representative. It is not the intent of the parties to disrupt the normal workflow of the District by the implementation of this section.
- 4.7 **Release Time for Union Meetings:** The District agrees to provide paid release time for five (5) delegates to attend the CSEA State Association Annual Conference. If CSEA wishes to send more than five (5) delegates with paid release time, the additional delegates may request and be granted use of vacation days if reasonable advance notice is given of such request and if no undue interruption of District workflow results therefrom.
- 4.8 **Access to Services:** CSEA's executive officers are permitted to have at their job locations file cabinets that may be used exclusively for CSEA business. CSEA's executive officers are also

permitted to have the same access to services (reasonable office space, phone lines, computer networks, etc.) as other bargaining units.

- 4.9 **Release Time for Chapter Meetings:** The District will provide drive release time totaling one (1) hour (30 minutes before and 30 minutes after) for CSEA members to attend three lunch time Chapter meetings each year. Drive release time will only be for those employees who must travel to a District site other than their own. Employees at the site of the meeting will be given a total of 10 minutes release time (5 minutes before and 5 minutes after) to get from their regular workstations to the chapter meeting location. In addition, CSEA members shall be granted 15-minute release time up to six (6) times per fiscal year for site balloting. CSEA will provide advance notice to the Vice Chancellor, Human Resources or designee of the dates for the three chapter meetings.
- 4.10 **Paid Leave to Serve as Elected Officer:**
- 4.10.1 The District shall grant a CSEA member, upon request, a paid leave of absence for the purpose of the employee to serve as an elected officer of the State Association Board of Directors (State Officer or Area Director).
- 4.10.2 The CSEA State Association shall reimburse the District for any paid leave of absence in accordance with California Education Code section 88210.
- 4.10.3 In addition to the reimbursed paid leave of absence provided in 4.11.1 and 4.11.2, the District shall grant, upon request, up to fifteen (15) additional days of paid leave to a CSEA member to serve as an elected officer of the CSEA State Association Board of Directors (State Officer or Area Director).
- 4.11 **Electronic Mail:** The District agrees to initiate a program to provide reasonable on-the-job email access to every employee in the bargaining unit. Once an employee has been given email access, the employee is responsible to ensure that he/she regularly reviews his/her email account for messages.
- 4.12 **Web Site:** The District shall provide a link to the CSEA web page on the District's web server, with content provided by and controlled by CSEA. Content shall adhere to both CSEA and District policies, rules, and regulations.
- 4.13 **Bulletin Board:** The District shall provide bulletin board(s) for the exclusive use of CSEA. The bulletin boards(s) will typically measure 3 by 4 feet. There will be a minimum of four bulletin boards district-wide located at the following sites in general publicly accessible areas: Canada College in the administration building, College of San Mateo in the administration building, Skyline College in the administrative building and the Chancellor's Office on the second floor.
- 4.14 **Memoranda of Understanding (MOU):** Any outstanding MOUs exceeding three (3) years that impacts the bargaining unit as a whole, will be reviewed by the District and CSEA and may become part of the CSEA contract.
- 4.15 **District Notice To CSEA Of New Hires**
- 4.15.1 **Provide CSEA With Notice of New Hires:** The District shall provide the CSEA Labor Relations Representative and Chapter President notice of any newly hired employee, within ten (10) days of date of hire, via electronic mail. The notice shall include full legal name, date of hire, classification, and site. This information is also part of the personnel

report contained in the Board agenda approving each employee's employment prior to the date of hire, which is available to CSEA and the public in advance of the Board meeting.

- 4.15.2 **Definition of a Newly Hired Employee:** "Newly hired employee" or "new hire" means any employee, whether permanent, full time, part time, hired by the District, and who is still employed as of the date of the new employee orientation. It also includes all employees who are or have been previously employed by the District and who, have been placed in the bargaining unit represented by CSEA. For those latter employees, for purposes of this agreement only, the "date of hire" is the date upon which the employee's employee status changed such that the employee was placed in the CSEA unit.

4.16 **Employee Information**

- 4.16.1 **Provide CSEA With New Hire Contact Information:** On the last workday of each month, the District shall provide to a CSEA the name and contact information on the new hires. This information shall be provided to CSEA regardless of whether the newly hired employee was previously employed by the District.

The information shall be provided electronically and shall include the following items, with each field in its own column:

- a. First Name;
- b. Middle initial;
- c. Last name
- d. Suffix (eg Jr., III)
- e. Job Title;
- f. Department;
- g. Primary worksite name;
- h. Work telephone number;
- i. Home Street address (incl. apartment #)
- j. City
- k. State
- l. Zip Code (5 or 9 digits)
- m. Home telephone number (10 digits);
- n. Personal cellular telephone number (10 digits) (if known);
- o. Personal email address of the employee (if known);
- p. Birth year
- q. Employee ID
- r. Cal PERS status ("Y" if in CalPERS retirement system: "N" if not in CalPERS);
- s. Hire date.

In the event no one is hired on any particular month, the District shall send an e-mail to CSEA confirming they did not hire any new staff that month.

In lieu of the above, the District may comply with the obligations of this section by making available to CSEA a mutually agreeable secure FTP site or service with the above information that is updated on or before the last workday of the month.

- 4.16.2 **Provide CSEA With Periodic Update of Unit Member Contact Information:** The District shall provide CSEA all bargaining unit member names and contact information on the last working day of September, January, and May. The specific employee information required to be submitted shall be the same as the information described above in section 4.17.1 of this agreement.

In lieu of the above, the District may comply with the obligations of this section by making available to CSEA a mutually agreeable secure FTP site or service with the above information that is updated on or before the last workday of the month.

4.17 **New Employee Orientation**

- 4.17.1 **Definition of New Employee Orientation:** "New employee orientation" as set forth in Government Code Section 3555.5 means the onboarding process of a newly hired public employee, whether in person, online, or through other means or mediums in which employees are advised of their employment rights, benefits, duties and responsibilities, or any other employment related matters.
- 4.17.2 **Provide CSEA With Access to New Employee Orientations:** The District shall provide CSEA mandatory access to its new employee orientations. CSEA shall receive not less than ten (10) days' notice in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the District's operations that was not reasonably foreseeable.
- 4.17.3 **Group Orientations:** In the event the District conducts a group orientation, CSEA shall have a minimum of one (1) hour, including travel time, of paid release time for one (1) CSEA representative to conduct the orientation session after the conclusion of the District-organized orientation. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the CSEA orientation.
- 4.17.4 **Individual Orientations:** In the event the District conducts one-on-one orientations with new employees, CSEA shall have a minimum of thirty (30) minutes of paid release time, including travel time, for one (1) CSEA representative to conduct the orientation session after the conclusion of the District-organized orientation. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the CSEA orientation.
- 4.17.5 The orientation session shall be held on District property during the workday of the employee(s), who shall be on paid time.
- 4.17.6 During CSEA's orientation, no District manager or supervisor or non-unit employee shall be present.
- 4.17.7 **New Hire Information Packet:** The District shall include the CSEA membership application and a link for an electronic application in the new employee orientation packet.

- 4.18 **Grievance And Arbitration Procedure:** Any alleged violation, misinterpretation, or misapplication of the terms of Article 4.17 shall be subject to the grievance provisions of Article 12 Grievance Procedure, except as follows.

4.18.1 **Definition of a "Grievant"**: For the purposes of Article 4.17 the "Grievant" shall only be CSEA and its Chapter #33. No single employee or group of employees may grieve this agreement, unless they are authorized representatives of CSEA and its Chapter #33 and grieving on behalf of the union. This provision shall supersede Article 12.1.3.

4.18.2 **Expedited Grievance Procedure**

- a. Step 1: For the purposes of Article 4.17, the grievance procedure shall commence at Level II (Article 12.4).
- b. Step 2: If CSEA is not satisfied with the decision rendered at the **Formal Written Grievance Level**, the grievance shall be resolved at level V (Article 12).

4.19 **Saving Clause**: If during the life of this Collective Bargaining Agreement there exists any applicable law, rule, regulation or order issued by governmental authority, other than the District, which shall render invalid or restrain compliance with or enforcement of any provision contained within this Agreement, it shall not invalidate any unaffected remaining portion(s). The remaining portion(s) shall continue in full force and effect. Upon written notification by one of the Parties to the other, any portion of the Collective Bargaining Agreement that is invalidated in accordance with this Article shall be opened for negotiations within thirty (30) days of the invalidation.

4.20 **Negotiations**. The District agrees to give release time for six (6) bargaining unit member negotiators to attend and participate in negotiation meetings. Reasonable time will also be allowed for travel to and from the negotiation site. In addition, during negotiations for a successor contract or reopeners, the CSEA team shall receive two (2) hours between bargaining sessions to work on proposals and/or counterproposals. Additional release time may be purchased as needed pursuant to Education Code Section 88210.

ARTICLE 5: HOURS AND OVERTIME

- 5.1 **Regular Workday/Workweek:** The regular workday for full-time unit members shall consist of eight and one-half (8.5) consecutive hours which shall include a one (1) hour unpaid meal period. The regular workweek consists of thirty-seven and one-half (37.5) hours and shall consist of five (5) consecutive workdays, Monday through Friday.

Within five (5) working days from the employee's effective date of hire or any exceptions or modifications to the employee's work schedule (as stated below in Article 5.1.3 and 5.1.5), the District will forward to CSEA a signed copy of the Personnel Action form signed by the hiring Administrator. (Refer to Article 11.1)

- 5.1.1 The length of the regular workday and workweek for bargaining unit employees who work at least fifty percent (50%) of full-time shall be in all instances a fixed regular and ascertainable minimum number of hours not less than 18.75 hours per week.
- 5.1.2 The length of the regular workday and workweek for bargaining unit employees who work less than fifty percent (50%) of the full-time working hours shall not be less than one (1) hour per day on the days worked.
- 5.1.3 Changes to Work Schedules: Changes to existing workday or workweek schedules for full- and part-time employees shall not be made unilaterally by either party, except as permitted by law.
- 5.1.3.1 Temporary changes to the regular workday or workweek schedule for full- and part-time employees are allowed for any employee who proposes a different schedule and reaches mutual agreement with their supervisor. All changes shall be memorialized in writing with a copy sent to CSEA and the District.
- 5.1.3.2 The District and CSEA agree that an employee may request a permanent modification of their regular workweek or work day. The request is subject to the written approval of the District and CSEA. Employees whose work schedule is less than 100% of full time may also request a modification of their work schedules. The agreement shall be captured in writing on the Personnel Action Form (ePAF).
- 5.1.3.3 Unless requested by the employee, a permanent or temporary change of the work schedule will not result in a reduction of the total hours worked in a week. However, an employee may request a schedule that increases the daily hours worked above 7.5 hours, e.g., 9.375 hours per day for four (4) days per week. The daily adjusted work hours will not result in shift differential pay. Other than for Public Safety Officers working four days per week and 10 hours per day as described above, for hours that exceed the employee's daily adjusted work hours or exceed the 37.5 hours per week, overtime pay/compensatory time will be paid.
- Example: Monday – Thursday the employee works 9.375 hours.
Overtime/compensatory time begins after the 9.375 hours worked. Absence affidavits also must reflect the daily adjusted work hours.
- 5.1.3.4 It is understood that the above modifications may not be possible in some work areas and will vary from department to department.

- 5.1.4 The regular workday of Public Safety Officers shall consist of eight (8) consecutive hours which shall include a forty-five (45) minute paid meal period. By mutual agreement between the employee and the District, Public Safety Officers may be scheduled for four (4) consecutive days of ten (10) hours per day. A ten hour shift shall include a one (1) hour paid meal period.
- 5.1.5 The workweek for Public Safety Officers shall consist of a forty (40) hour workweek with consecutive workdays, Sunday through Saturday, and with consecutive days off. Public Safety Officers shall not work more than sixteen (16) hours in one twenty-four (24) hour period without a minimum of eight (8) consecutive hours off. Exceptions to this section shall be declared emergencies by the District Chancellor, Governor of California, President of the United States, or their designees. The intent of this subsection limiting overtime scheduling is to insure that unit members are not overscheduled and shall not be used as the sole grounds for discipline.
- 5.2 **Rest Periods:** Unit members working four (4) hours or less shall be granted a fifteen (15) minute rest period per day. Unit members working more than four (4) hours and up to six (6) hours per day shall be granted one (1) fifteen (15) minute rest period and an unpaid meal period per day. Unit members working in excess of six (6) hours per day shall be granted two (2) fifteen (15) minute rest periods, to be taken, whenever practical, in the middle of each work period, as well as an unpaid meal period per day. By mutual consent of the immediate supervisor and the employee, the meal period and the rest periods specified in this article may be modified. The one (1) hour duty-free meal period shall be provided as close as possible to the middle of the regular workday. During meal periods, Public Safety Officers shall be paid and shall be subject to duty for emergency calls for service only.
- 5.3 **Overtime Assignments:** Overtime assignments shall be made only by mutual consent of the employee and the supervisor except in situations deemed to be an emergency, in which case the District may require overtime.
- 5.3.1 The duties of certain classes of jobs are subject to fluctuations in daily working hours which are not susceptible to administrative control. As a consequence, the Board, in accordance with Education Code Section 88026, exempts these classes from overtime compensation for service in excess of the hours in the workday, but agrees that hours worked in excess of the hours in a workweek, or for hours worked on a holiday, will be compensated on an overtime basis. The classes to which this section applies are: Athletic Trainer, Theatre Technician/Events Coordinator, Theatre Events Manager, and KCSM Underwriter.
- 5.3.2 **Pay or Compensatory Time Off:** Overtime shall be paid in accordance with Article 8.6. However, if the employee requests to take compensatory time off, and the supervisor agrees, compensatory time may be arranged in accordance with Article 8.6.2.
- 5.3.3 **Call Back:** A minimum assignment of four (4) hours shall be given to an employee who is requested to return to work without having received notice of such request prior to the end of his/her normal work assignment. If notice is received prior to the end of the normal daily work assignment, the minimum assignment shall be two (2) hours.
- 5.3.4 **Overtime Distribution:** Overtime shall first be distributed and rotated as equally as is practical among employees in the bargaining unit within each department at each site, considering skills necessary.

- 5.3.5 **Public Safety Overtime Distribution:** Overtime shall be distributed to Public Safety Officers according to the following procedure:
- a. The Department shall contact all officers in the bargaining unit to notify them of the availability of overtime hours. Notifications shall at minimum be sent out via email and may be sent by other methods in addition to email.
 - b. From within the group of officers who respond to such notification within thirty (30) minutes, the Department shall rotate the distribution of available overtime hours as equally as is practical, first to officers at the site where the overtime is available, and then, if necessary, to officers at other sites within the District.
- 5.4 **Excess Work for Part-Time Employee:** Any part-time employee in the bargaining unit who works a minimum of thirty (30) minutes per day in excess of his/her part-time assignment for a period of twenty (20) consecutive working days or more, shall have his/her basic assignment changed to reflect the longer hours in order to have vacation, sick leave and other benefits adjusted proportionately.
- 5.5 **Computing Number of Hours Worked:** For the purpose of computing the number of hours worked, time during which an employee is excused from work because of holidays, sick leave, vacation, compensatory time off, or other fully paid leave of absence shall be considered as time worked by the employee. Employees receiving salary continuance insurance benefits are not in paid leave status.
- 5.6 **Minimum of Twelve (12) Hours Between Shifts:** The District and CSEA agree that there shall be a minimum of 12 hours between assigned regular shifts for unit members. Unit members may still opt to work overtime during the 12-hour interim.
- 5.7 **KCSM Engineers:** The Broadcast Engineering Staff represented by CSEA at KCSM consists of the following job classifications: a) Broadcast Operations Engineers b) Broadcast Engineers II c) Senior Broadcast Engineer(s) d) Radio Engineer. In regard to Engineering employees represented by CSEA at KCSM, the following is agreed to:
- a. The work week for Broadcast Operations Engineers and Broadcast Engineers II shall be five (5) consecutive days.
 - b. There shall be a minimum of 48 hours, duty free time, between work weeks.
 - c. The work week and/or work shift may be changed by management with two (2) weeks advance notice.
 - d. The KCSM employees work schedule shall be posted monthly in a location accessible to all employees.
 - e. All overtime is to be distributed equally, with consideration of skills needed for the work.
- 5.8 **Unscheduled Closure:** Any time the District office or any of the colleges are closed due to circumstances outside of the District's control (e.g. loss of power, unhealthy air quality, etc.), employees at any work site that is closed shall be compensated at a minimum at their regular rate of pay.

Within ten work days of either party's request to negotiate, the parties shall meet and negotiate the effects and impacts of the closure on subjects within scope.

ARTICLE 6: VACATION

6.1 **Schedule:**

6.1.1 The vacation accrual for full-time, 12-month employees is as set forth in 6.1.1. Unit members who are employed for less than full time shall earn prorated vacation credit and accrual maximum.

6.1.2 **Vacation Accrual:** Based on 12-month 100% full-time employment

Year	Vacation Hours Earned Per Month Worked	Total Number of Vacation Days Earned During Year	Maximum Accrual
1	6.250	10	150
2	7.500	12	180
3	8.125	13	195
4	9.375	15	225
5	9.375	15	225
6	10.000	16	240
7	10.000	16	240
8	10.625	17	255
9	11.250	18	270
10	11.875	19	285
11-12	12.500	20	300
13-14	13.125	21	315
15-16	13.750	22	330
17-19	14.375	23	345
20-21	15.000	24	360
22-24	15.625	25	375
25 and more	16.250	26	390

6.2 **Vacation Requests:**

6.2.1 Each department/supervisor shall evaluate its specific workload, timelines, cycles, etc., to determine when it is essential for particular personnel to be at work.

6.2.2 Based on this evaluation, each department/supervisor may, if necessary, block out up to six (6) weeks in a fiscal year during which vacations are restricted; no more than three (3) consecutive weeks may be blocked at a time, and there must be a minimum of two (2) consecutive weeks between blocked time periods. Blocked out periods must be posted at least 90 days in advance.

6.2.3 Employees shall be advised to avoid requesting vacation during these restricted period unless there are extenuating circumstances.

6.2.4 An employee's request for vacation shall be in writing or sent electronically via e-mail to the employee's immediate supervisor.

6.2.4.1 Requests for vacation should be made at least five (5) working days in advance

- 6.2.4.2 Supervisors shall respond in writing or electronically via e-mail within five (5) working days of receipt of the request. The supervisor's response shall be written and dated, with reasons cited if the request is denied. Requests that are not submitted at least five (5) days prior to the first requested day of vacation may be rejected.
- 6.2.5 Vacations shall be scheduled as requested by employees insofar as possible within the District's work requirements. If there is a conflict, the needs of the District will govern the scheduling of vacations. If a decision must be made between two or more employees as to vacation scheduling, the employee with the greatest District seniority will be given preference.
- 6.2.6 Denied requests or requests not responded to may be appealed to the next level supervisor who shall respond within five (5) working days.
- 6.2.7 If the vacation request is denied or there is no response as provided in 4.1.1, the employee may refer the vacation request to the next level supervisor for resolution, who shall respond with five (5) working days. The decision reached at this level shall be final.
- 6.2.8 Employees shall be permitted to request up to four (4) weeks of accumulated vacation time in one continuous period, subject to normal vacation scheduling guidelines.
- 6.3 **Probationary Employees:** Probationary employees are eligible to accrue vacation, but may not use it prior to reaching three (3) months of employment. Employees who receive an evaluation during the probation period with an overall rating that is less than "satisfactory" shall not be eligible to use accrued vacation until they have completed probation.
- 6.4 **No Advancement:** Vacation credit may not be used before it is earned.
- 6.5 **Maximum Accrual:**
- 6.5.1 Vacation credit shall only accumulate for that number of days which equals a two-year accrual for an individual employee. When the number of days accrued reaches the maximum amount allowable, vacation days will cease to accumulate until the total balance drops below the two-year maximum.
- 6.5.2 The two-year accrual maximum is based on the employee's current accrual rate.
- 6.6 **Credit at Separation:** Upon separation from employment, vacation time accrued and not used will be paid at the regular salary rate of the employee for both permanent and probationary employees.
- 6.7 **Compensation:** Compensation while on vacation will be at the regular rate that the employee receives, including shift differential pay and long service pay, if any.
- 6.8 **Interruption/Termination:** An employee in the bargaining unit shall be permitted to interrupt or terminate vacation leave for reasons of bereavement, illness, or an injury which requires hospitalization. In cases of such interruption or termination the provisions regarding bereavement leave and illness leave shall apply.
- 6.9 **Change of Dates Due to Illness/Injury:** If a bargaining unit employee's vacation becomes due during a period when on leave due to illness or injury, the employee may request the vacation

date to be changed. If the needs of the District do not permit honoring the employee's request and no other vacation dates are available within the timeline set in Article 6.5, the employee may carry over the vacation to the following year.

- 6.10 **Vacation Not Permitted /Compensation:** If an employee reaches the maximum accrual after following the procedures in Article 6.2 and above 6.6 above, and after a request during a non-blocked period to take the time off to reduce the accrual amount is denied by a supervisor, the employee may request that up to two weeks of accrued vacation per fiscal year be paid in cash.
- 6.11 **WCIS Vacation:** Vacation pay for WCIS employees will be paid at the end of the Fall and Spring semesters.

ARTICLE 7: HOLIDAYS

7.1 **List of Holidays:** The Board will grant the following eighteen (18) paid holidays annually, as well as any additional holidays mandated by Education Code Section 88203.

- Martin Luther King's Birthday
- Lincoln Day
- Presidents' Day
- Cesar Chavez Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day following Thanksgiving
- Winter Recess (total of seven District work days)

7.2 **Holiday on Saturday or Sunday:** When a holiday falls on Sunday, the succeeding workday shall be observed as the Board approved holiday. When a holiday falls on Saturday, the preceding workday shall be observed as the Board approved holiday or CSEA and the District shall mutually agree to the replacement holiday.

7.3 **Holidays for Employees on Work Week other than Monday through Friday:**

- 7.3.1 Full-time employees who are regularly scheduled to work other than Monday through Friday, and who are scheduled to work on a Board approved holiday will receive pay as specified in Article 8.6.3.
- 7.3.2 Employees who are regularly scheduled to work other than Monday through Friday, and whose regularly scheduled day off falls on a Board approved holiday, may elect to receive an "in lieu" holiday or their regular rate of pay prorated based on Full Time Equivalency (FTE). An in lieu holiday or pay "Prorated based on FTE" for the purpose of this section shall be calculated by adding together all regularly scheduled work hours in a work week and dividing by five.
- 7.3.3 The "in lieu holiday" must be mutually scheduled between the employee and supervisor within one (1) month of the actual holiday and entered in the District's online compensation tracking system, or the day will be paid on the next regular pay check.
- 7.3.4 Any employee whose regular work hours on a holiday will not be covered by the employee's allotted holiday hours based on the employee's FTE may make up the uncovered hours during the week in which the holiday occurs subject to supervisor approval or may elect to use personal necessity leave or vacation time.
- 7.3.5 If the employee has no sick leave or vacation on the books, the employee may use unearned sick leave to cover the hours.

7.4 **Winter Recess:** Winter Recess is defined as the period starting with the last official work day before Christmas Eve through and including New Year's Day for a total of seven (7) work days. (See Article 5.1 Regular Workday/Workweek.)

- 7.4.1 Employees who are not assigned to duty during the Winter Recess shall be paid for the last official work day before Christmas Eve through New Year's Day.
- 7.4.2 For Bookstore employees represented by CSEA, upon mutual agreement between the employee and the Bookstore Manager, an employee may be asked to work the winter holidays starting with December 23rd through and including December 31st, to prepare for the beginning of the spring semester. If an employee elects to work during this period, the employee will be paid at his/her regular rate of pay. The employee will then be granted an alternative time in which to take the same amount of holiday time, normally during the spring break, but such time must be taken before the end of the fiscal year. An employee who agrees to work these winter holidays, and works in excess of 7.5 hours per day or 37.5 hours in a week, will be paid at 1.5 times his or her regular hourly rate for the hour worked in overtime.

ARTICLE 8: PAY AND ALLOWANCES

- 8.1 **Regular Rate of Pay:** The regular rate of pay of each member of the unit is based upon range placement of the classification to which the employee is assigned. (Appendix B)
- 8.1.1 The full-time monthly salary range is specified in Appendix C.
- 8.1.1.1 2022-2023: All cells of the CSEA salary schedule shall increase by seven percent (7%) effective July 1, 2022.
- 8.1.1.2 2023-2024: All cells of the CSEA salary schedule shall increase by five percent (5%) effective July 1, 2023.
- 8.1.1.3 2024-2025: All cells of the CSEA salary schedule shall increase by three percent (3%) effective July 1, 2024.
- 8.1.2 A new employee of the unit will normally be placed at Step 1. The Chancellor or designee may recommend initial placement above the first step based upon the new employee's qualifications.
- 8.1.3 Subject to satisfactory performance of the employee, step advancement from one step to the next will occur on the classification anniversary date of that employee.
- 8.1.4 The regular rate of pay shall include any shift differential and/or longevity increment required to be paid under this Agreement.
- 8.2 **Shift Differential:** Members of the unit whose regular schedule includes work before 6:00 a.m. or after 4:30 p.m. will be paid a differential for any time worked before 6:00 a.m. or after 4:30 p.m. The differential paid will be that specified as the shift differential. The shift differential is five percent (5%) of regular salary.
- 8.2.1 One shift differential will be paid for the entire shift if the shift begins between 2:00 p.m. and 10:29 p.m.
- 8.2.2 A ten percent (10%) shift differential will be paid for any hours worked between 10:30 p.m. and 4:59 a.m.
- 8.2.3 Members who voluntarily time-shift their schedules shall not be eligible for Shift Differential.
- 8.2.4 In return for the continued availability of the Senior Broadcast Engineers KCSM-TV/FM for engineering transmission services, a seven and one-half percent (7.5%) shift differential shall be applied to the hours worked outside their regular shift. This differential shall be in addition to the overtime pay involved. The Shift differential for the KCSM/TV Broadcast Engineering staff shall be: 5% for all hours worked between 8:00 P.M. and 5:00 A.M. and 15% for time worked between 5:00 A.M. and 6:00 A.M.
- 8.2.5 The KCSM-TV/FM Engineering Staff who reports for duty at 5:00 a.m. shall be paid a shift differential of 15% for the period from 5:00 a.m. to 6:00 a.m.
- 8.3 **Detail Assignments:** Prior to the commencement of any detail assignment, the District shall

provide the President of CSEA with written notification of detail assignments, the rate of pay of such assignments, and the effective date of the detail assignment.

When a detail assignment continues for any portion of two (2) or more working days within a fifteen (15) day calendar period, the employee's salary shall be adjusted upward for the entire period of the detail assignment in such an amount as will reasonably reflect normal and assigned duties.

If the current detail assignment will continue past thirty (30) calendar days, said detail assignment will be posted in accordance with Article 8.3.4 allowing sufficient time for a five (5) day posting period and selection process prior to the end of the thirty (30) calendar day limit.

8.3.1 If an employee assumes duties of a higher level position, the employee will be assigned detail pay for those duties which are outside of, or are inconsistent with, his/her normal assignment. Step placement on the higher salary range will be at the lower step which results in an increase of at least five percent (5%). If no step will result in a five percent (5%) increase, the employee will be placed on the highest step of the new range.

8.3.2 Said "detail assignment" shall not extend beyond 100 working days or for the term of a Leave of Absence (if said leave is the reason for a "detail assignment") after which said position shall be advertised.

8.3.3 Extension of the 100 working day period or past the expiration of the Leave of Absence must have the agreement of CSEA.

8.3.4 The District will post notices of all non-management classified detail opportunities which are expected to last more than 30 days. Any unit member may apply for the detail assignment within five (5) working days of posting.

8.4 **Longevity Service Increments:** A member of the unit beginning his/her eighth (8), twelfth (12), sixteenth (16), twentieth (20), twenty-fourth (24), and twenty-eighth (28), years of continuous service with the District will be granted monthly long-service increments based on the schedule below. An employee will be eligible for the increment on the appropriate employment anniversary date and those who are employed less than full-time will have the increment prorated accordingly.

<u>Beginning Year:</u>	<u>Monthly Increment:</u>
Eight (8)	2.75% of base Salary
Twelve (12)	3.75% of base Salary
Sixteen (16)	6.25% of base Salary
Twenty (20)	8.0% of base Salary
Twenty-four (24)	10.75% of base salary
Twenty-eight (28)	12.0% of base Salary

The monthly increment will be added to the salary specified in the salary schedule and along with any applicable shift differential will become the regular rate of pay as specified in Section 8.1.

8.5 **Upward Step Placement:** A member of the unit who is permanently assigned to a classification at a higher range will be placed on any step which will result in an increase of at least five percent

(5%). If no step increase will result in an increase of five percent (5%), the employee will be placed on the highest step of the new range.

8.6 **Overtime Compensation:**

8.6.1 **Overtime on a Regular Work Day:** Employees who work overtime shall be compensated at a rate of 1.5 times the employees' regular hourly rate of pay. Except for Public Safety Officers or employees on approved alternate work schedules pursuant to 5.1.3 through 5.1.5, overtime shall be defined as more than seven and one-half hours in a day or thirty-seven and a half (37.5) hours in a week. Employees who work more than twelve (12) hours during any twenty-four (24) hour period shall be entitled to compensation at the rate of 2.0 times the employees' regular rate of pay for any time worked in excess of twelve (12) hours. Overtime must be approved in advance by the appropriate supervisor.

8.6.2 **Compensatory Time Off:** Compensatory time is earned at time and one-half for each hour worked, in the same manner as pay is earned (as specified in 8.6.1) and may accrue up to a maximum of seventy-five (75) hours during each fiscal year. Once an employee has reached the maximum accrual of compensatory time off during the fiscal year, all overtime hours worked thereafter shall be paid. Compensatory hours must be utilized by the end of each fiscal year. All accrued but untaken hours as of June 30th of each year shall be paid at the current regular rate of pay.

8.6.2.1 If special arrangements have been made between the supervisor, the employee and Human Resources to utilize the compensatory time after June 30 of a fiscal year or accrue in excess of seventy-five (75) hours during the fiscal year, the President of CSEA will be notified by Human Resources via e-mail within five (5) working days from approval.

8.6.3 **Overtime Worked on a Holiday:** Employees who are scheduled to and work on a Board approved holiday, as specified in Article 7.1, shall be compensated at a rate of 1.5 times the employee's regular hourly rate of pay. Refer to Article 7.3 for employees whose work week is other than Monday through Friday.

8.6.4 **Beyond Twelve (12) Hours Worked on a Holiday:** When an employee works in excess of the employee's scheduled workday on a holiday, (up to the first twelve (12) hours) shall be compensated at 1.5 times the employee's regular hourly rate of pay, plus holiday pay at 1.0 times the employee's regular hourly rate of pay. Hours worked beyond twelve (12) on a Board approved holiday shall be compensated at 2.0 times the regular hourly rate of pay.

8.7 At no time shall employees be permitted to perform the work of the District without compensation.

8.8 **Salary Survey:** At least once every four (4) years, a salary survey shall be completed with the following criteria:

- a. The compensation for each bargaining unit classification will be compared with the compensation for similar classifications using the Bay Ten community colleges and other organizations as mutually agreed upon by the District and CSEA.
- b. The District will review and update all generic job descriptions and send copies to CSEA for approval before the salary survey is begun. The District will make reasonable efforts

to collect responses from the colleges and organizations determined by the parties. Should some colleges or organizations fail to respond, then the parties shall meet to decide how to complete the survey or otherwise adjust for the absence of data. Comparisons will be of monthly salaries for organizations surveyed, adjusted for the number of hours worked per week. Monthly salaries in those districts whose employees work a 40-hour week will be multiplied by a factor of .9375 to equate them to the monthly salaries of SMCCCD employees who work a 37.5- hour work week.

- c. For employees in classifications assigned to KCSM, the District and CSEA agree to utilize a mutually agreed upon alternate list of survey entities.
- d. The lowest and highest rates of pay, excluding long service increments/longevity, will be the basis for comparison.
- e. The survey shall use the benchmark system.
- f. The grouping of the classification families to be reviewed shall be as described in Appendix D.
- g. Results of the survey will be utilized to show how our District compares to the fourth ranking of each classification.
- h. CSEA will receive a copy of the survey prior to negotiations.
- i. Salary surveys may include recommendations for adjustments; the implementation of the survey recommendations are negotiable.
- j. Changes resulting from this survey will be retroactive to the previous July 1.
- k. Salary surveys will be conducted for benchmark classifications once every four (4) years starting with the first survey to be conducted between July 1, 2020 and May 30, 2021, followed by the next survey between July 1, 2024 and May 30, 2025, and every four (4) years thereafter. Any changes in compensation will be effective for the entire classification family as of July 1 of the survey year, e.g. July 1, 2020 or July 1, 2024, even if negotiations extend beyond July 1 of the survey year.

8.9 **Notification of Accrued Leave:** Employees shall have access at all times to their current leave balances, which shall be updated monthly. By January 31 each year, the District shall send instructions to every CSEA unit member on how to access their leave balances and a reminder to check them regularly. This reminder shall include the disclaimer that leave balances posted on the website at any given point may be up to one month behind.

8.10 **Tools, Equipment, Uniforms, and Special Clothing:** The District will supply all tools, equipment, uniforms, and other special clothing and supplies reasonably necessary for the performance of employment duties. If the employee provides tools and equipment belonging to the employee for use in the course of employment, the District shall provide a safe place to store such tools and equipment. If the employment duties of an employee reasonably require use of any equipment or gear to insure the safety of the employee or others, the District shall furnish or reimburse the employee the full costs of procuring such.

8.10.1 **Public Safety Officers Equipment and Supplies:** Public Safety Officers are as follows:
Public Safety Sergeant, Public Safety Officer and Public Safety Assistant.

- 8.10.2 The District will provide, upon request, bulletproof vests to Security Officers and Safety Assistants while on duty; the type of vest to be tailored fabric with interchangeable protective plates. If vests are assigned, they must be worn by the unit member. Vests issued by the District should only be worn by the unit member while doing District work. If the vests should wear out or expire, the vest shall be replaced at the District's expense. It is the responsibility of the unit member to notify the District of a pending expiration in a timely manner. Upon written notification the district shall initiate the process of ordering the new vest within ten (10) working days. Vests shall remain property of the District. Specific equipment for security officers is specified in Department Policy.
- 8.10.3 Personal Cell Phone Usage: No unit member shall be required to use their personal cell phone for work unless compensated by the District. Unit members who request hybrid/remote work arrangements may opt to use their personal cell phone to perform work but are not guaranteed a stipend unless cell phone use is required by their supervisor. Unit members eligible for the stipend shall receive a predetermined amount per month depending on the frequency of usage according to District procedures (e.g., the stipends in 2022-2023 are \$30, \$60, or \$90 for light, medium, and heavy usage respectively).
- 8.11 **Public Safety Officer Uniforms and Uniform Allowance:** Each eligible full-time and part time (50% FTE or less) officer shall receive an annual uniform allowance paid on the mid-month check each July 1. Full-time officers shall receive an \$800 uniform allowance, and part-time officers shall receive \$450. The District will provide uniforms to new employees. In July following the completion of one year of employment, new employees shall receive a prorated uniform allowance. Employees shall receive one-twelfth (1/12th) of the allowance for each full calendar month of service completed between the end of the first year of employment and July 1.
- 8.11.1 Upon terminating employment, permanent employees shall receive a prorated uniform allowance. Employees will receive 1/12th of the allowance for each full calendar month of service completed between the previous July and the date their service is terminated.
- 8.11.2 Beginning July 1, 2017, each July 1, employees who were on unpaid or non-industrial disability leave in the previous fiscal year shall receive a uniform allowance that is prorated as described above.
- 8.11.3 Damage or loss of uniforms or equipment through no fault of the officer will be replaced by the District (provided adequate care and security measures were exercised by the officer).
- 8.12 **New Employees:** Each Public Safety Officer will be provided a basic uniform and all necessary equipment upon being hired. Upon successful completion of probation, each Public Safety Officer shall receive \$300 uniform allowance payment. Thereafter, in July of each year, each Public Safety Officer shall receive the uniform allowance payment specified in 8.11.

The following shall be considered as basic uniform for all Public Safety Officers:

- a. Three short-sleeve shirts (navy blue)
- b. One long-sleeve shirts (navy blue)
- c. Three pair uniform trousers (navy blue)
- d. One duty jacket (navy blue/black)
- e. One rain jacket

- f. One pair footwear (black)

All equipment must be in accordance with department policy upon purchase.

- 8.13 **Conferences, Seminars, Workshops:** CSEA members wishing to attend a conference, seminar or workshop shall first pursue funding from the Classified Staff Development Program. Should funding not be available through Classified Staff Development, the employee may apply for funding through the division to which he/she is assigned. Priority for such funding will follow normal procedures as they apply to all employees.

If approval is granted by the responsible administrator to attend a work-related conference, seminar or workshop, whether on-campus or off-campus, the employee shall receive paid release time to attend.

- 8.14 **Stipend for Bookstore Employees:** Regular bookstore employees, regardless of classification, who assume some responsibility for store management in the absence of the Manager, will receive a stipend based upon 10% of the Bookstore Manager's grade at Step 1, for those hours after 3:00 p.m. Monday through Thursday, when the Manager's normal working hours have ended. The stipend will be given to the current employee working these hours, will be added to base pay, and will be effective the full year regardless of whether the Manager is in the store after 3:00 p.m. or not.

- 8.15 **Paychecks:** Paychecks will be available on the last working day of the month (PAYDAY). Employees whose work shift begins after 4:00 p.m. may receive their paychecks after 3:00 p.m. on the calendar day prior to PAYDAY. If the calendar day prior to PAYDAY is not also a workday, paychecks will be distributed on PAYDAY.

- 8.16 **Payroll Errors:** Proper salary class and step placement is a joint responsibility of the employee and the District. All employees are to review their salary placement at least annually and should they believe that they are improperly placed on the salary schedule, they are to immediately bring to this information to the attention of the District.

- 8.16.1 **Insufficient Payment:** Any payroll error resulting in insufficient payment for an employee in the bargaining unit shall be corrected, and a special payroll check issued no later than five (5) working days after the District has received both a written request from the employee and verification of the error. Otherwise, the supplemental amount will be included in the next regular paycheck following verification of the error.

- 8.16.2 **Overpayment:** If the District overpays an employee, the repayment schedule shall negotiated between the employee and the District.

- 8.16.3 If no written agreement for repayment is reached, the District reserves the right to take any action necessary to collect any overpayment amounts as permitted by law.

- 8.17 **Translation Stipend**

- 8.17.1 Classified employees who are designated by the District to provide oral interpretation or written translation services to English and/or English to another language and who are certified as proficient in that language as determined by a District selected and administered examination, shall receive an additional \$125 per month. The District reserves the right to reevaluate the payment of this stipend at least once a year. The District shall not discontinue any translation stipend without providing at least thirty (30) days written notice to the impacted unit member. Should the unit member be directed to interpret or translate on more than one occasion in fifteen (15) day period after the stipend has been discontinued, then the unit member shall receive this monthly stipend for that period worked and may petition for a review by Human Resources of the translation need in their assignment.
- 8.17.2 If a unit member who has not obtained the proficiency designation described in 8.17.1 is directed by a supervisor to translate on more than five (5) calendar days in a fifteen (15) day period, that unit member shall receive this monthly stipend for that period worked and may petition for a review by Human Resources of the translation need in their assignment.
- 8.17.3 Unit members who have not been designated may petition for a review by Human Resources of the translation need in their assignment.
- 8.17.4 Unit members will be designated in writing by discretion of the District as being utilized for bilingual translation, the rate of compensation, and the expectation that they will translate upon their supervisor's request.
- 8.17.5 Unit members wishing to be compensated per 8.17.1 must pay for the District-required certification to become qualified as, and utilized for, translation services for compensation. Upon successfully completing the certification exam, the unit member will be reimbursed for the expense of the examination by the District.
- 8.17.6 Languages shall be designated in writing at the discretion of the District, in consultation with CSEA, and may be modified at any time.
- 8.17.7 Nothing in this section precludes the District from contracting out with third-parties for interpreter or translation services on an as-needed basis.
- 8.18 **Committee Participation:** Unit members who serve on committees recognized by the District or College (e.g., hiring committees, participatory governance committees, classified senate, etc.) shall receive their regular wages during all hours of participation. Participating unit members shall receive overtime pay for committee meeting hours that require the employee go beyond their regularly scheduled hours as provided for in this Agreement. Unit members shall notify their supervisors of any committee(s) to which they are appointed and of any committee and preparation meetings reasonably in advance once informed by the committee.

ARTICLE 9: HEALTH AND WELFARE BENEFITS

All benefit plans (medical insurance, dental insurance, life insurance, long-term salary continuance policy and medical benefits for retirees) are described in the Retiree Fringe Benefits Handbook last revised July 2015 found in Appendix E available in the Download on the District Web Site or by calling the Office of Human Resources at 650 574-6555.

No changes to any benefits shall be made without first negotiating the changes with CSEA.

9.1 The Board will provide members of the unit with benefits described in the subsequent sections.

9.1.1 **Medical Insurance:** The Board will provide each eligible employee and eligible dependents with one of the PERS Health Plans as chosen by the employee from among those listed in the PERS Basic Health Plan Book.

The medical caps for the PERS Health Plans will be as follows:

As of January 1, 2023:

Single: **\$914.00** per month

Two Party: **\$1,610.00** per month

Family: **\$2,086.00** per month

Effective January 1, 2024, the District shall increase its contribution for single, two-party, and family coverage by the dollar amount by which the Kaiser single, two-party, and family plans increase for 2024.

Effective January 1, 2025, the District shall increase its contribution for single, two-party, and family coverage by the dollar amount by which the Kaiser single, two-party, and family plans increase for 2025.

Should Kaiser premiums decrease in 2024 or 2025, District contributions to medical benefits shall not decrease.

The District will continue to offer Section 125 of the Internal Revenue Code for over-cap medical premiums paid by individual employees.

The plans are fully described in the PERS Basic Health Plan Book, which is available in the Office of Human Resources.

9.1.2 **Dental Insurance:** Board will provide each eligible employee and eligible dependents with Delta Dental Plan (DDP) or the coverage provided by Private Medical-care Inc. (PMI). The plans are described in the benefits handbook available in the Office of Human Resources.

9.1.3 **Life Insurance:** The Board will provide each eligible employee with a term life insurance policy covering the employee and eligible dependents. The life insurance plan is described in detail in the benefits handbook available in the Office of Human Resources. The term life insurance coverage shall equal one time the employee's annual base salary.

9.1.4 **Salary Continuance Insurance:** The Board will provide each eligible employee with

salary continuance insurance/employee assistance program to cover disability after the employee's sick leave balance has been exhausted. The salary continuance insurance/employee assistance program plan is described in detail in the benefits handbook available in the Office of Human Resources. The maximum monthly benefit for unit members shall be \$5,000 per month.

9.1.5 **Vision Insurance:** The District will provide each eligible employee and eligible dependents with Vision Service Plan (VSP) Plan C.

9.1.6 **Medicare Part B:** The Board will pay the premiums for Medicare Part B coverage for an eligible retiree and/or spouse over 65 years of age.

9.2 **Employed 50% or More of Full-Time to be Eligible:** To be eligible for the benefits described in this article, a member of the unit must be employed at fifty percent (50%) or more of full-time for either a 9-, 10-, 11-, or 12-month assignment, and be either a permanent or probationary employee of the District. Employees who work less than fifty percent (50%) may buy into Kaiser Foundation Health Plan L.

The Board will provide the benefits described in this article for a five-month period after paid sick leave has been exhausted.

9.3 **Wellness Program:** Unit members who opt in shall have access to the College of San Mateo Athletic Center and Cañada Athletic Center reflective of their membership level. The registration fee for new unit members (after the date of the approval of this agreement) shall be waived.

9.4 **Eligible Dependents/Domestic Partners:** Eligible dependents/domestic partners are those specified in the contracts between the District and the insurance carriers.

9.4.1 The District agrees to include domestic partner benefits in the PERS Health Plans offered by the District. The definition of domestic partner shall be that used by PERS Health Plans. If the definition of a domestic partner used by PERS changes, the District shall implement the change on the effective date allowed by PERS. Domestic partners shall comply with all registration requirements required by state law and PERS, and shall complete all necessary declarations and statements of financial liability. Forms are available in the Office of Human Resources.

9.4.2 **Dental/Vision for Domestic Partners:** The District agrees to include domestic partner benefits in the dental and vision plans offered by the District. In order to be considered a domestic partner, the following criteria must be met:

- a. The two individuals are each other's sole domestic partner and intend to remain so indefinitely.
- b. Neither individual is married to, or legally separated from anyone else nor has had another domestic partner within the prior six (6) months (unless the relationship terminated due to death).
- c. Both individuals are at least eighteen (18) years of age and mentally competent to consent to contract.
- d. Neither individual is related by blood to a degree of closeness that would prohibit legal marriage in the state in which the individuals reside.
- e. The individuals co-habit and reside together in the same residence and intend to do so indefinitely. The individuals have resided in the same household for at least six (6) months.

- f. The individuals are not in the relationship solely for the purpose of obtaining benefits coverage.
- g. The individuals have engaged in a committed relationship of mutual caring and support and are jointly responsible for each other's common welfare and living expenses. The individuals interdependence is demonstrated by at least two (2) of the following:
 - i. Proof of domestic partnership from the California Secretary of State (required for domestic partnership medical coverage under the Public Employees' Retirement System).
 - ii. Common ownership of real property (joint deed or mortgage agreement) or a common leasehold interest in property.
 - iii. Common ownership of a motor vehicle.
 - iv. Driver's license listing a common address.
 - v. Proof of joint bank accounts or credit accounts.
 - vi. Proof of designation as the primary beneficiary for life insurance or retirement, benefits, or primary beneficiary designation under a partner's will.
 - vii. Assignment of a durable property power of attorney or health care power of attorney.

9.4.3 Dependent children of domestic partners are eligible for coverage if they have been legally adopted by the District employee and are unmarried, primarily dependent on the employee for support, and meet the age, school, and all eligibility requirements of the various medical, dental and visions plans.

9.5 **Medical and Dental Benefits for Retired Unit Members:** The Board will provide medical benefits and dental benefits as described in the benefits handbook available in the Office of Human Resources for an eligible retired member of the unit, and spouse/domestic partner, continuing during the life of the retired member of the unit and, following the death of the retired member, the un-remarried surviving spouse/domestic partner. The District shall advise unit members of their rights under the Federal COBRA law for the continuation of benefits at the expense of the employee upon termination of employment for any reason. The list of "Qualifying Events" is listed in the benefits handbook available in the Office of Human Resources. This section of the article will remain in effect as long as Federal Law requires this action.

9.5.1 To be eligible for District-paid retiree medical and dental benefits, the retiree must have ten (10) full years of service with the District, and the age at retirement of the retiree (in full years) when added to the number of completed full years of service must total 75 or more. For a year of service to be counted, the assignment must have been such that the employee was eligible for medical insurance benefits if such benefits were available to employees. Retirees with five (5) full years of service with the District who do not qualify as stated above, shall have the option of participating, at their own expense, in the PERS Health Plan System as described in the benefits handbook available in the Office of Human Resources.

For unit members whose first day of paid service commences on or after July 1, 1992, to be eligible for District-paid retiree medical and dental benefits, the retiree must have twenty (20) full years of service within the District; must be at least 55 years of age; must be currently employed by the District at the time of retirement and the age at retirement of the retiree (in full years) when added to the number of full years of service must total 75 or more. For a year of service to be counted, the assignment must have been such that

the employee was eligible for medical insurance benefits if such benefits were available to employees.

- 9.5.2 If an employee qualifies for retiree medical benefits as provided in Section 9.4.1 and dies while still an employee of the District, the unremarried surviving spouse/domestic partner will receive the same benefits as the unremarried surviving spouse/domestic partner of a retiree as provided in Section 9.4
- 9.5.3 For unit members employed on or after May 1, 1987, the maximum amount paid by the District for retiree medical benefits would be the amount the District would have been required to pay had the retiree selected the appropriate Kaiser Health Plan.
- 9.5.4 For unit members whose first day of paid service commences on or after July 1, 1992, the maximum amount paid by the District for retiree health benefits (medical and dental) shall be at the same amount as a single active employee per month until the employee becomes eligible for Medicare Part B. At that time, the District will then pay the cost of the lowest medical plan available within the agreement between the parties.
- 9.5.5 For unit members whose first day of paid service commences on or after July 1, 1994, the maximum amount paid by the District for retiree benefits (medical and dental) shall be at the same amount as a single active employee per month until the employee becomes eligible for Medicare Part B. At that time, the District will then pay, for the employee only, the cost of the lowest medical plan available within the agreement between the parties.

9.6 **Retiree Benefits Table:** The following chart illustrates Articles 9.4 through 9.4.6:

CSEA Retiree Benefits*, Options, and Conditions

Retirement Requirements			
Effective Date	Benefit	Conditions	Spouse or Domestic Partner
Employed before 07/01/92	Lifetime Medical	<ul style="list-style-type: none"> • 10 years of service • Age + service = 75 • Employed by the District at time of retirement 	Yes
Employed on or after 07/01/92	Lifetime Medical	<ul style="list-style-type: none"> • 20 years of service • Age 55 • Age + service = 75 • Employed by the District at time of retirement 	Yes, if hired before July 1, 1994

Retiree Medical Plans

Effective Date	Benefit	Conditions	Spouse or Domestic Partner
Employed before 05/01/87	Choice of any plan	District to pay medical for current plan at time of retirement	Yes
Employed after 05/01/87 through 6/30/92	Choice of any plan	Benchmarks maximum cost to Kaiser	Yes
Employed after 07/01/92 through 6/30/94	Cap at same amount as single active employee per month until eligible for Medicare, part B, then cost of lowest plan available	Sets cap and benchmarks cost to lowest plan available	Yes
Employed on or after 07/01/94	Cap at same amount as single active employee per month until eligible for Medicare, part B, then cost of lowest plan available	Sets cap and benchmarks cost to lowest plan available Employee Only	No

* Retiree benefits include medical and dental benefits only. These benefits do not include vision care, life insurance, or employee assistance plans.

ARTICLE 10: LEAVES

- 10.1 **Leave of Absence:** for illness or injury, also known as sick leave, will be provided by the Board.
- 10.1.1 An employee who is employed five (5) days a week shall be granted twelve (12) days of paid leave for illness or injury for twelve (12) full months of service.
- 10.1.2 An employee who is employed five (5) days a week for less than twelve (12) full months of service will receive the proportion of the twelve (12) days leave that the number of months employed bears to twelve.
- 10.1.3 An employee who is employed less than five (5) days per week or less than thirty- seven and one-half (37.5) hours per week, shall receive prorated sick leave hours.
- 10.1.4 Pay for any day of absence covered by this leave shall be the same as the pay which would have been received had the employee served during his/her regular work hours on the day of leave.
- 10.1.5 The full amount of the sick leave granted under this section shall be credited to each employee at the beginning of the fiscal year. Sick leave need not be accrued prior to taking such leave; however, a probationary employee shall not be eligible to use more than six (6) days of sick leave before completion of the probationary period.
- 10.1.6 Unused leave granted under this section may be accumulated without limit from year to year.
- 10.1.7 Upon retirement, employees will be credited with additional service time for unused sick leave, according to procedures prescribed by law.
- 10.1.8 Sick leave may be drawn upon for medical or dental appointments when they cannot be scheduled at off-duty hours.
- 10.1.9 Medical verification may be required by management to make proper determination of eligibility for benefits under this article. Management will require medical verification for employee absences of five consecutive working days or less, as follows: Should a supervisor reasonably believe that an unsatisfactory pattern of absence has developed, the supervisor shall first meet with the affected employee to discuss the matter. Should the unsatisfactory pattern of absences continue, the supervisor may require medical verification of employee absence.
- 10.1.10 Unused sick leave accrued in California public elementary schools, secondary schools, or community colleges may be transferred to this District in accord with Education Code Section 88202. Official verification of unused sick leave should be forwarded to the office of the District of Human Resources, where it will be credited to the employee's sick leave balance.
- 10.1.11 If absence because of illness or injury extends beyond accumulated leave for this purpose, the employee will be paid at fifty percent (50%) of his/her regular rate for a period not to exceed one hundred (100) working days, inclusive of days provided under Sections 10.1.1 – 10.1.3. The fifty percent (50%) benefit begins upon the expiration of full paid sick leave. In no event shall this benefit extend beyond one hundred (100) working

days in a fiscal year.

10.1.12 When all paid leave has been exhausted, an employee may request a six (6) month leave of absence without pay to protect his/her job. The leave may be renewed twice, for a maximum total of eighteen (18) months.

10.1.13 When able to resume the duties of his/her position within the class to which he/she was assigned, an employee may do so at any time during leave of absence granted under Article 10.1. The employee shall be restored to a position within the class to which he/she was assigned and, if at all possible, to his/her position with all the rights, benefits and burdens of a permanent employee.

10.1.14 **Catastrophic Leave:** The District shall create a catastrophic leave program as follows:

- a. Employees may donate one sick leave day per fiscal year to each person suffering a catastrophic illness; however, each employee must retain at least 22 sick leave days (approximately one work month) for his/her own account.
- b. Donated sick leave will be recorded sequentially. As required by Education Code Section 87045(d)(3), donated sick leave cannot be returned to the donor even if it is unused.
- c. Any employee who received eligible sick leave credits under this program shall first exhaust all paid leave he/she has accrued.
- d. The Vice Chancellor of Human Resources and the President of CSEA shall determine whether or not to grant a request for "Catastrophic Leave" based on verification by a medical doctor as to the nature of the illness or injury, anticipated length of absence and the prognosis for recovery.
- e. The number of sick days that can be received by an employee is limited to fifty (50) days per fiscal year.
- f. If an employee is probationary at the time of taking a catastrophic illness leave, that employee's probationary status will resume upon return to work from catastrophic illness leave. Donated sick leave time is not counted towards attainment of regular status.

10.2 **Work-related accident or illness:** Leave will be provided as follows:

10.2.1 The accident or illness must have arisen out of and in the course of employment, and must be accepted by the San Mateo County Schools Insurance Group as a bonafide injury or illness.

10.2.2 Allowable leave for each work-related accident or illness will be for the number of days of temporary disability, but will not exceed sixty (60) working days during which the colleges are in session or when the employee would otherwise have been performing work for the District in any one fiscal year.

10.2.3 Allowable leave will not be accumulated from year to year.

10.2.4 Work-related accident or illness leave as described in these Articles will commence on

the first day of absence.

- 10.2.5 Work-related accident or illness leave will be reduced by one day for each day of authorized absence, regardless of any temporary disability indemnity award.
- 10.2.6 Maximum salary during any one period will not exceed the normal salary rate. An employee provided an award under Worker's Compensation will endorse in favor of the District the daily wage award earned during the sixty (60) working day period. The District, in turn, will pay the absent employee his full normal wage for each day of absence during the sixty (60) working day period.
- 10.2.7 If an accident or illness occurs at a time when the full sixty (60) working days will overlap into the next fiscal year, the employee is entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred, for the same illness or injury.
- 10.2.8 If an employee exhausts the sixty (60) working days of entitlement and is still unable to return to duty, he/she will then commence to use his/her sick leave, compensatory time, other leave and vacation entitlements, in that order. The daily wage award made under Worker's Compensation will continue to be endorsed to the District. The District will pay the difference between the daily Worker's Compensation award and the normal daily rate of pay. Accumulated or available sick leave, compensatory time, or other leave, however, will be reduced only by the amount required to provide a full day's wage when added to the Worker's Compensation award for each day of absence.
- 10.2.9 When an employee has been absent due to a work-related accident or illness and all leaves are exhausted, paid or unpaid, he/she will be placed on a reemployment list for a period of thirty-nine (39) months. If at that time, during the thirty-nine (39) months, the employee is able to assume the duties of his/her position, he/she will be reemployed in the first vacancy in the classification of his/her previous assignment. His/her reemployment will take preference over all other applicants, except for a reemployment list established because of lack of work or lack of funds, in which case the person shall be listed in accordance with appropriate seniority regulations. Upon resumption of his/her duties, the break in service will be disregarded and he/she will be fully restored as a permanent employee.
- 10.3 **Family Illness Leave:** Concurrent with any eligibility for Family Medical Leave under the law, an employee may be granted six (6) days paid leave per year in the event of the serious illness of a member of his/her immediate family. An employee may use up to six (6) days of accrued sick leave to attend to a spouse, child, parent, grandparent, grandchild, son-in-law, daughter-in-law, mother or father-in-law, sister, brother, aunt, uncle, niece, nephew, domestic partner, domestic partner's child, domestic partner's parent, any person who stood in the place of a parent, or relative living in the immediate household of the employee. Such leave will be deducted from the employee's regular sick leave account.
- 10.4 **Paid Bereavement Leave:** Up to three (3) days per occurrence, or five (5) days if travel out-of-state or more than 300 miles round trip is involved, will be allowed for death of the spouse or domestic partner, child, child of domestic partner), parent (includes parent of spouse or domestic partner), grandparent, grandchild, aunt, uncle, niece, nephew, sibling, son-in-law, daughter-in-law, brother-in-law, sister-in-law and any person who stood in place of a parent or relative living in the immediate household.
- 10.5 **Personal Necessity:**

- 10.5.1 In case of personal necessity, a member of the unit may draw on accumulated sick leave not to exceed eight (8) days in any fiscal year for any one or any combination of the following purposes:
- a. Additional days beyond the three (3) or five (5) of bereavement leave granted in paragraph 10.4, or for bereavement of a relative not covered under paragraph 10.4.
 - b. Accident involving the employee's person or property or the person or property of the employee's immediate family.
 - c. Appearance in court or before an administrative tribunal as a litigant.
 - d. Religious holidays other than legal holidays on the Board-adopted calendar.
 - e. Imminent danger to his/her home occasioned by an event such as flood or fire, serious in nature, which under the circumstances the employee cannot reasonably be expected to disregard, and which requires the attention of the employee during his/her assigned hours of service.
 - f. Such other reasons as approved by the District.
- 10.5.2 Three (3) of the eight (8) personal necessity days may be used at the employee's discretion without prior approval provided that the employee notifies the supervisor prior to the beginning of the shift.
- 10.6 **Unpaid Personal Business Leave:** An employee who wishes to take time off for the employee's personal business, must have the time approved in advance from the designated supervisor and will result in a reduction in salary of one day's pay for each full day of absence, with proportional deductions for partial days of absence.
- 10.7 **Military Leave of Absence:** will be granted as provided for in the Military and Veterans' Code of the State of California. Such leave must be verified from a copy of the military order requiring military duty.
- 10.8 **Jury Duty:** A member of the unit who is ordered to appear in court for jury duty or as a witness under subpoena on any day upon which he/she is required to render service to the District shall receive full salary less an amount equal to any fees received. Any specific amount provided for meals, mileage, and/or parking allowance provided by the court shall not be considered as part of the amount received for jury duty or witness fees. Members shall furnish proof of service to Human Resources upon completion.
- 10.9 **Maternity/Child Bonding Leave:** The Board of Trustees shall grant maternity and or child bonding leave to any permanent classified employee
- 10.9.1 **Maternity Leave:** Employees may take a maximum of twelve (12) calendar months of maternity leave for each birth. The twelve-month period of time begins on the first date that the treating physician authorizes absence from work, and ends twelve calendar months later. Accumulated sick leave may be used for any period of time which the employee must be absent from work for maternity leave. After the exhaustion of accumulated sick leave, extended sick leave may be used by the unit member.

- 10.9.2 **Child Bonding Leave:** The District shall grant child bonding leave to any permanent classified employee upon request. Such leave shall be for a maximum period of what is allowable under FMLA/CFRA law and Government code section 88196.1. The unit member shall be required to provide four (4) weeks notice where possible prior to the anticipated date upon which the leave is to commence. An employee may utilize accumulated sick leave during child bonding leave. After the exhaustion of accumulated sick leave, extended sick leave may be used by the unit member who may elect to utilize accrued vacation or other accrued paid leave other than paid sick leave during child bonding leave to supplement extended sick leave.
- 10.10 **Leave for Conferences/Special Meetings/Special Assignments:** An employee may be granted a paid leave for the purpose of attending a conference or special meeting, or engaging in other temporary assignments in the performance of duties on the approval of the Chancellor-Superintendent or his/her designee.
- 10.11 **Leave of Absence:** A leave of absence may be granted to any employee on a paid or unpaid basis upon the request of the employee and the approval of the Board. For an employee to be eligible for medical benefits as described in 9.1, the employee must be employed for fifty percent (50%) or more of the month.
- 10.12 **Break in Service Guidelines:** Absence under paid leave shall not be considered a break in service, and all benefits accruing under the provisions of this Agreement shall continue to accrue under such absence. An unpaid leave shall not be considered a break in service (for seniority purposes) but the individual shall not accrue other benefits provided under the provisions of this contract during the period of the leave.
- 10.13 **Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA) Benefits:**
- 10.13.1 Family care leave in accordance with provisions of the Family Medical Leave Act, the California Family Rights Act, and the District Policy on Leaves of Absence will be applied concurrently with employee sick leave, extended sick leave, Work-related Accident/Injury Leave and/or other applicable paid District leaves. District policy provides for application of the FMLA and CFRA to domestic partners and children of domestic partners.
- 10.13.2 Additional leave may be granted to supplement FMLA/CFRA leaves as provided in other articles in this collective bargaining agreement.

ARTICLE 11: TRANSFERS AND REASSIGNMENTS

- 11.1 **Assignment to Position:** Each member of the unit is assigned to a position by Board action. Each position is assigned a job classification and is part of the Classified Service of the San Mateo County Community College District. With Board authorization, the Chancellor has the authority to assign all employees to location of assignment and specific hours and workweek/workday (Refer to Article 5.1) of employment.
- 11.1.1 Upon Board approval and within five (5) working days, the District will send to the CSEA President a copy of the Board approved Personnel Action Form, which states the employee's permanent work schedule. (Refer to Article 5.1)
- 11.1.2 An employee gains permanency and employment rights as an employee of the District but not as an employee in a specific work location.
- 11.2 **Notification of Vacancies:** When a new position in the classified service is created or an existing position becomes vacant and replacement is approved, all employees in the bargaining unit shall be notified by the Office of Human Resources.
- 11.2.1 **Notification Process:** The District will post all open classified service positions for five (5) working days for regular employees. This time frame will not be altered if, for any reason, an employee is not on duty to reply within the five (5) working days.
- 11.2.2 **Employee Transfer Request:** Upon notification, the employee has a right to submit the required letter of application, resume or other specified materials as a transfer request if the position is in the same classification.

When a position becomes vacant, bargaining unit members who have:

- a. requested a transfer into the same position classification, and
- b. passed their probationary period, and
- c. timely and properly applied for the open position,

shall have their application reviewed and be granted the opportunity to interview for the position, prior to applications from external candidates being reviewed.

The screening committee for all transfer applicants will be no more than three (3) members. The transfer selection process shall conclude at least two (2) days prior to the first review date for external applications for the position. The District shall notify the CSEA Chapter President of all transfer requests providing the total number of requests for each opportunity within three (3) working days of the closing of the transfer opportunity. The CSEA Chapter President shall appoint all classified members of the screening committees. The District shall notify CSEA if any of the transfer applicants are selected.

- 11.2.3 **Selection Process:** The District is under no obligation to transfer or reassign any current employees who apply through this process. Should an administrator elect not to select from among the reassignment/transfer candidates, the position shall be filled through the standard recruitment and selection process or through the administrative transfer process. The specific reason(s) a transfer applicant was not selected shall:

- a. be set forth in writing and given to the employee, and
 - b. provide feedback to the denied applicant to improve upon areas of growth for future application(s). When and/or where appropriate, feedback shall include references to the job generic.
- 11.3 **Promotional Probation:** Any employee who is promoted into a position shall be placed in a six-month probationary status, similar to a new employee. If the District or the employee elects to end the promotional probationary period, the impacted employee shall have rights of return to his/her former position.
- 11.4 **Administrative Transfers:**
- 11.4.1 Administrative transfers within the same classification, but to a different job site, may be made by the Chancellor or his/her designee based upon justifiable needs of the District and considering the justifiable needs of the employee.
 - 11.4.2 **Notice:** Any employee who is administratively transferred or reassigned shall be given at least two weeks written notice prior to beginning the new work assignment unless the District determines that an emergency situation necessitates a shorter transfer period. In such circumstances, the District shall notify CSEA of the shortened transfer period.
- 11.5 **Administrative Reassignment:** within the same classification but to a different position at the same job site, may be made by the College President or Chancellor at that job site based upon justifiable needs of the District.
- 11.6 **Employee May Request a Meeting:** An employee involved in an administrative transfer or reassignment may request a meeting with the appropriate administrator and be given the specific reason(s) for such administrative transfer or reassignment. Upon request by the employee, the reason(s) will be set forth in writing.

ARTICLE 12: GRIEVANCE PROCEDURE

12.1 **Grievance Definitions:**

- 12.1.1 A "grievance" is defined as an alleged violation of a specific article or section of this Agreement or any other signed written agreement between the parties relating to specific terms and conditions of employment relating to matters contained within the collective bargaining agreement which personally and adversely affects the grievant.
- 12.1.2 A working day is any day in which the central administrative offices of the San Mateo County Community College District are open for business.
- 12.1.3 A "grievant" may be an employee, group of employees, or the union. The Union may file grievances over alleged violations of the contract.
- 12.1.4 A "party in interest" is a person or persons making a claim of grievance or any person who might be required to take action or against whom action might be taken in order to resolve the grievance.

12.2 **Purpose:** The purpose of this grievance procedure is to provide for the processing of a claim of grievance, and to secure, at the lowest possible administrative level, solutions to problems which may from time to time arise under this Agreement.

12.3 **General Provisions:**

- 12.3.1 No grievance shall be recognized unless it shall have been presented at the appropriate level within twenty (20) working days after the grievant knew, or with reasonable diligence, should have known of the act, omission, or circumstances and its aggrieving nature that forms the basis of the grievance, and if not so presented, the grievance will be considered as waived.
- 12.3.2 A decision rendered at any level shall be considered final unless an appeal is registered within the time limits specified.
- 12.3.3 If no decision is rendered within ten days of the grievance meeting at any level, the grievant may proceed to the next level.
- 12.3.4 Time allowances set forth at each level shall be considered final unless an appeal is registered within the time limits specified.
- 12.3.5 Should the hearing of any grievance require that an employee be granted release time from his/her regular assignment, he/she shall be so released without loss of pay or benefits.
- 12.3.6 No reprisals of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
- 12.3.7 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

12.3.8 All parties to the grievance shall make available to other parties involved all pertinent information not privileged under the law in its possession or control which is relevant to the issues raised by the grievance.

12.3.9 The grievant shall have the right to representation at every level of the grievance process. All grievance timelines may be extended by mutual agreement between the parties.

12.4 **Grievance Process:**

12.4.1 **Informal Level:**

12.4.1.1 A grievance will first be discussed orally with the grievant's immediate supervisor or appropriate administrator with the objective of resolving the matter informally. In the event that the grievant is not satisfied with the attempted or suggested resolution by informal means, within ten (10) working days, the grievant will proceed to Level I. If after 10 working days of the suggested informal resolution, the grievant fails to proceed to the formal Level, the matter shall be deemed resolved.

12.4.1.2 If the contract violations occurred at the District level, (i.e., any matter that has broad applicability and is not site/location specific), the grievance will first be discussed orally with the head of Human Resources with the objective of resolving the matter informally. In the event that the grievant is not satisfied with the attempted or suggested resolution by informal means, within ten (10) working days, the grievant will proceed to Level III.

12.4.2 **Formal Level:** At every level of the formal grievance process, the following shall be reduced to writing by the grievant:

- a. A description of the specific grounds of the grievance, including names, dates, and places necessary for a complete understanding of the grievance;
- b. A listing of the specific article or section of this Agreement alleged to have been violated;
- c. A listing of the reasons why the proposed resolution at the immediately preceding level is unacceptable;
- d. A listing of specific actions requested of the District which will remedy the grievance;

12.4.2.1 **Level I Supervisor:** The grievant may submit a grievance in writing to the grievant's supervisor upon forms supplied by the District.

12.4.2.1.1 A Level I meeting shall be scheduled within ten (10) working days of the filing date.

12.4.2.1.2 The supervisor shall, within ten (10) working days following the meeting to discuss the grievance, render a decision and the reasons therefore, in writing, to the grievant.

12.4.2.1.3 A copy of the decision at this level shall be sent to the president of the college and CSEA.

12.4.2.1.4 If the grievant works at the District Office, the grievant shall skip Level II and proceed to Level III.

12.4.2.1.5 In the event that the grievant is not satisfied with the attempted or suggested resolution, within ten (10) working days, the grievant will proceed to Level II. If after 10 working days of the suggested informal resolution, the grievant fails to proceed to Level II, the matter shall be deemed resolved.

12.4.2.2 **Level II College President:** If the grievant is not satisfied with the decision rendered at Level I, the grievant may file a written grievance at level II with the College President within ten (10) days of the receipt of the Level I decision.

12.4.2.2.1 A Level II meeting shall be scheduled within ten (10) working days of the filing date.

12.4.2.2.2 The President of the college shall, within ten (10) working days following the meeting to discuss the grievance, render a decision and the reasons therefore, in writing, to the grievant. A copy of the decision at this level shall be sent to the Head of, Human Resources or designee and CSEA. If no decision is rendered within ten (10) working days the grievant may proceed to level III.

12.4.2.3 **Level III Head of Human Resources:** If the grievant is not satisfied with the decision rendered at the previous level, the grievant may file for a Level III conference within ten (10) days of the receipt of the decision. A grievant filing for a Level III conference will forward the written grievance to the Head of Human Resources or designee and request a conference with the Head of Human Resources or designee, if desired.

12.4.2.3.1 The Head of Human Resources, or designee, may request a conference with the grievant. If either the grievant or the Head of Human Resources or designee requests a conference at Level III, the request shall be granted. The grievant, any party of interest, and the Head of Human Resources or designee may request the presence of a representative or representatives at any conference.

12.4.2.3.2 The Head of Human Resources or designee shall render a written decision to the grievant within ten (10) working days after the conference at Level III, if one has been requested, or within ten (10) working days after receipt of the grievance if no conference is held. Information copies of the decision shall be sent by the Head of Human Resources or designee to the college President, to the CSEA, and to any representative designated by the grievant.

12.4.2.3.3 **Level III-A Mediation:** If the grievant is not satisfied with the

decision rendered at Level III, the grievant may request the services of the Conciliator from the California State Mediation and Conciliation Service in an attempt to resolve the grievance through mediation. A request for mediation shall be made within ten (10) working days of receipt of the decision at Level III. CSEA and the grievant shall determine which grievances shall be sent to mediation. Note this step is optional and may be skipped by the grievant.

12.4.2.4 **Level IV District Chancellor:** In the event the grievance is not resolved at Level III, the grievant may request a Level IV conference with the District Chancellor within ten (10) days of the completion of either Level III or III-A. The District Chancellor shall render a written decision to the grievant within ten (10) working days after the meeting at Level IV. Information copies of the decision shall be sent by the Head of Human Resources or designee, to the College President, to the CSEA, and to any representative designated by the grievant.

12.4.3 **Binding Arbitration Pilot:** The District and CSEA agree that for a two year period ending June 30, 2022, up to a maximum total of two (2) grievances per year, the decision of the arbitrator described in 12.4.3.3.1 shall be final and binding on both parties and the Level VI appeal described in 12.5 shall not apply.

The Binding Arbitration pilot will automatically sunset on June 30, 2022, and the award of the arbitrator will again be advisory. During the next successor negotiations, the parties shall meet to assess the pilot.

Apart from this pilot, the decision of the arbitrator described in 12.4.3.3.1 shall be advisory and 12.5 shall apply.

12.4.3.1 **Level V Arbitration:** If the grievant is not satisfied with the decision rendered at Level IV, the grievant may, through the CSEA, request that the grievance be arbitrated. Such written request shall be filed in the Office of the Vice Chancellor, Human Resources within ten (10) working days after receipt of the written decision at Level IV, The CSEA shall retain the right to determine which grievances may proceed to arbitration.

12.4.3.2 A certified Court Reporter shall be employed to record verbatim the entire arbitration hearing if requested by either the CSEA or the District. In any case in which a court reporter is involved, the requesting party shall bear the full cost of such reporter including per diem, mileage, and other out-of-pocket expenses. In the event that both parties request the court reporter, the parties shall share equally the cost of such reporter including per diem, mileage, and other out-of-pocket expenses. The cost of transcripts shall be borne by the party ordering such transcripts. All other expenses shall be borne by the party causing them to be incurred.

12.4.3.3 When arbitration has been requested, the parties shall contact the California State Mediation and Conciliation Service for a list of at least 5 but no more than 9 arbitrators. The CSEA and the Vice Chancellor, Human Resources, or designee, shall alternately strike names from such list until only one (1) name remains. The parties shall flip a coin to determine who has the right to decide

who will strike the first name. The final name remaining shall be designated as the arbitrator, and shall proceed to hear the grievance.

12.4.3.3.1 The function of the arbitrator shall be:

- a. To hold a hearing concerning the grievance, and
- b. To render an award within thirty (30) days after the close of the hearing.

12.4.3.3.2 Once the arbitrator has been selected, hearings shall commence and be held at the convenience of the arbitrator. However, hearings shall be confined to working days.

12.4.3.3.3 Neither the District nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party. The arbitrator shall consider only those issues which have been properly carried through prior steps as required by the provisions of this grievance procedure.

12.4.3.3.4 The arbitrator shall not render any award which conflicts with or alters this Agreement or external law. It is understood, however, that the arbitrator shall interpret the Agreement in accordance with acceptable rules of contract construction.

12.4.3.3.5 The arbitrator is empowered to include in any award such financial reimbursements or other remedies as judged to be proper and fix the effective date of any such award or finding.

23.4.3.3.6 Each party shall bear the full costs for its representation in the arbitration. The arbitrator's fees and charges shall be divided equally between the grievant and the District.

12.5 **Level VI Appeal to Board of Advisory Arbitrator Award:** Either the District or the grievant may appeal an advisory award of the arbitrator to the Board of Trustees within ten (10) working days after the receipt of such advisory award. If neither party appeals the advisory award of the arbitrator, the decision shall become final and binding on both parties.

If an appeal is filed, the Board of Trustees shall render its decision within twenty (20) working days after receipt of the appeal at this level, or twenty (20) working days after receipt of the transcript of the arbitration hearing, whichever comes later. The decision of the Board of Trustees shall be final and binding on all parties.

ARTICLE 13: SAFETY

- 13.1 **District Assumes Responsibility for Safety:** The Board recognizes that in providing the educational program of this District, it assumes the responsibility for the safety of District employees while they are in and on the facilities provided in furtherance of that program. The District recognizes its responsibilities to comply with relevant Cal-OSHA regulations and guidelines. (California Labor Code, Section 6300 et seq.; California Administrative Code, Section 330 et seq.)
- 13.2 **Publishing/Posting of Rules and Providing Safe Equipment:** The Board shall provide, publish, and post rules for safety and the prevention of accidents, provide protective devices (including prescription safety eyewear) where they are required for the safety of employees, and provide suitable and safe equipment where such equipment is necessary for the operation of the District.
- 13.3 **District Shall Maintain Safe Work Environment:** The District shall at all times maintain standards of safety and sanitation in conformance with law. Union and District shall cooperate to eliminate hazards and correct any conditions that adversely affect the health and safety of employees. CSEA may raise safety and sanitation concerns to the District at Labor Management Committee meetings.
- 13.4 **Employee Shall Notify Supervisor:** Any employee who observes a condition in the working environment that he/she believes violates this article and feels is unsafe and creates any imminent danger of harm to any person will make every attempt to immediately notify his/her immediate supervisor of the existence of such condition. Nothing herein shall be deemed to preclude such employee from contacting any other person or entity that may have the jurisdiction or ability to investigate or correct the alleged unsafe condition.
- 13.5 **Appeal Process:** This appeal process shall be used if a complainant believes this article has been violated and the complainant has notified his/her immediate supervisor of an alleged unsafe working condition impacting a unit member, and the complainant feels that District management has failed to take appropriate corrective action. The complainant may submit a written statement of the alleged condition or violation and any proposed corrective action to the Vice Chancellor of Facilities. The Vice Chancellor of Facilities shall then take appropriate corrective action or forward the complaint within five (5) working days to the Executive Vice Chancellor or designee. The Union shall be informed in writing of the response to the complaint at each level of this appeal process.
- 13.5.1 **Executive Vice Chancellor:** Within five (5) working days of receipt of any such complaint, the Executive Vice Chancellor or designee shall initiate appropriate corrective action, or shall initiate action to convene the District Safety Management Committee. The Committee shall investigate the complaint and shall prepare written findings and recommendations within fifteen (15) working days after being convened.
- 13.5.2 **Chancellor:** If the District Safety Management Committee recommends corrective action, and the Executive Vice Chancellor/designee does not approve such action, the complainant may appeal to the Chancellor or his/her designee within 15 working days after receipt of his/her copy of the decision by the Executive Vice Chancellor or designee. The Chancellor shall review the complaint and all recommendations and make a decision in writing within fifteen (15) days of receipt of the appeal.
- 13.5.3 **Board:** The complainant may appeal the decision of the Chancellor/designee within 15

working days after receipt of his/her copy of the decision to the Board of Trustees. The decision of the Board shall be final.

13.6 **Safety Committee**: A Safety Committee shall be established on each campus and will include two (2) representatives appointed by CSEA. A Campus Safety Committee will meet at least quarterly. A District Safety Management Committee will meet at least twice each fiscal year.

13.6.1 The committees shall promulgate internal committee rules to promote and maintain a safe and healthful campus environment, educating and training personnel in safe work practice.

13.6.2 The committees shall recommend consistent District-wide procedures for scheduling safety inspections to identify and correct any unsafe conditions and work practices that may be in conflict with Section 13.1 of this Article.

13.6.3 The committees shall meet to discuss accident and illness prevention methods, injury and illness records, and the results of regular safety inspections.

13.6.4 The committees shall make recommendations to a District Safety Management Committee on the elimination of risks, on corrective actions on identified hazards, and on training needed to maintain environmental safety within the District.

13.6.5 This Article shall not be subject to the arbitration provision of the Grievance Procedure set forth in Article 12 herein.

13.6.6 Union members of the Safety Committee shall be allowed reasonable released time for Committee meetings.

ARTICLE 14: PERFORMANCE EVALUATION PROCEDURES

- 14.1 **Purpose:** The District and CSEA accept as a fundamental premise for a successful evaluation program the necessity for mutual respect and confidence to exist between the evaluator and those evaluated. The District and CSEA agree that the purpose of evaluations is to provide employees with constructive feedback regarding quality of work and overall job performance. Evaluations shall not be used for the purpose of disciplining employees outside of the processes prescribed in Article 20: Disciplinary Procedures.
- 14.2 **Schedule of Evaluations:** All unit members shall be evaluated by the immediate supervisor in conjunction with the responsible administrator . If the immediate supervisor has not supervised the employee for at least six months at the time the evaluation is due to be completed, the responsible administrator shall conduct the evaluation with the immediate supervisor as follows:
- 14.2.1 **Probationary Employees:** Probationary employees shall be evaluated at the completion of the first three (3) and five (5) months of employment in the employee's position. There will be no exception or waiver for this time period, provided, however, that if employee is on an approved leave of absence of any kind (including sick leave and/or vacation) for a period of more than thirty (30) calendar days, the District may extend the probationary period by the length of the leave. Failure to adhere to this schedule will result in the employee becoming a Permanent Employee of the San Mateo County Community College District
- 14.2.2 **Permanent Employees:** Permanent employees shall be evaluated annually on the employee's anniversary date in the position, however if two successive satisfactory evaluations are completed, the reviews are conducted on a biennial basis. (Refer to Article 3.7 for definition of anniversary date)
- The evaluation process for permanent employees must be completed within sixty (60) days after the employee's anniversary date. If the employee is on leave of absence of any kind (including sick leave and/or vacation) for a period of more than thirty (30) calendar days during the sixty (60) day window for evaluation, the immediate supervisor shall conduct the evaluation within sixty (60) calendar days of the employee's return from said absence.
- When a unit member promotes to a new classification, their anniversary date in the position for the purposes of performance evaluations shall be adjusted to reflect their first workday in the new classification.
- If the immediate supervisor fails to complete the evaluation process within the timelines outlined above, no evaluation will be recorded for the year and the next evaluation will be conducted on the employee's next anniversary date. Employees currently on the biennial cycle will remain on this cycle.
- 14.3 All evaluations shall be based upon direct knowledge and observation by the immediate supervisor and responsible administrator. The employee shall be given a copy of the performance evaluation at least three (3) working days prior to a meeting between the evaluator and the employee to discuss the evaluation.
- 14.4 **Negative Evaluations:** Any negative evaluation shall include specific recommendations for improvements to assist the employee in meeting any/all recommendations made. The employee

shall have the right to review and respond to the evaluation.

- 14.5 **Signing:** All evaluations shall be signed by the immediate supervisor, the responsible administrator (if other than the immediate supervisor) and by the employee. Signing the evaluation form does not necessarily indicate that the employee agrees with the evaluation but that the immediate supervisor and employee have met and discussed the evaluation.
- 14.6 **Copy Distribution:** One copy of the completed evaluation form shall be given to the bargaining unit employee. The original evaluation report will be forwarded to the Office of Human Resources for placement in the official personnel file of the employee.
- 14.7 **Disagree with Evaluations:** A bargaining unit employee who disagrees with the evaluation may file a written response and/or request a meeting to review the evaluation with the respective College President or Vice Chancellor, Human Resources. Employees in the District Office may appeal to the Executive Vice Chancellor or the Vice Chancellor, Human Resources. If a response is not provided in writing to the employee and CSEA within thirty (30) calendar days, the appeal will be deemed accepted and any changes to the evaluation requested by the employee will be honored.
- 14.8 **Personnel File:** The District shall maintain only one official personnel file. The official personnel file shall be electronic. Employees shall be granted access to their electronic personnel files via the secure employee portal. Any time a new document is uploaded into an employee's personnel file, the employee shall receive a secure notification that a new document has been uploaded.
- 14.9 For employees who still have physical personnel files, the electronic personnel file shall make reference to the existence of the physical personnel file until such time as its contents have been uploaded to the electronic file.
- 14.10 Upon request, every bargaining unit member shall have the right to inspect and receive a copy of all material in his/her personnel file. Personnel Action Forms and Salary Orders and any other official paperwork pertaining to the personnel file shall be maintained in each employee's official personnel file at all times. Any employee shall have the right to be accompanied by a CSEA representative when reviewing his/her personnel file and shall have the right to show the contents of his/her file to a designated representative. In addition, individual personnel files shall be made available to the CSEA representative with written authorization from the employee.

14.10.1 All information of a derogatory nature shall not be entered or filed in any personnel record unless and until the employee is given notice. (Education Code 87081)

Upon receiving such notice the employee may:

- a. Enter, and have attached to any derogatory statements, his/her own comments with regard to the information;
- b. Request a hearing with the appropriate administrator. If the employee and the administrator cannot reach agreement, the employee may appeal to the Vice Chancellor, Human Resources or designee for final determination. If there is no response to the employee and CSEA within the thirty (30) calendar days, the appeal will be deemed accepted by the District and no derogatory information will be placed in the employee's personnel record. (Education Code 87081)

14.10.2 Employees shall be informed specifically through written communication by their

supervisor or person initiating the placement of any derogatory material in their personnel file of the following:

- a. Date the material was sent for inclusion in the personnel file;
- b. Any communications to the Office of Human Resources accompanying the material.
- c. Their right to attach their comments to the derogatory material.

14.10.3 All material made a part of the file shall be dated for the date of incident, date of origin of composition, as well as the date material is received for the personnel file. Such material shall also be signed by the originator of the material.

14.10.4 Upon request, every bargaining unit member shall have the right to inspect and receive a copy of all material in his/her file, except for the following:

- a. Materials obtained prior to the employment of the person involved;
- b. Materials prepared by identifiable examination committee member
- c. Materials obtained in connection with a promotional examination.

ARTICLE 15: MANAGEMENT RIGHTS

The right to manage the college district and to direct its employees and operations is vested in and reserved by the District, and shall be unrestricted except that exercise thereof may not extinguish any lawful right or benefit expressly provided for in this Agreement.

ARTICLE 16: EFFECT OF AGREEMENT

- 16.1 **Contrary to Law:** 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.
- 16.2 **Board Policies:** This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of the Agreement shall be incorporated into and be considered part of the established policies of the Board.
- 16.3 **Changes:** This Agreement shall constitute the full and complete commitment between both parties, and shall supersede and cancel all previous agreements both written and oral. All matters within the scope of bargaining have been negotiated and agreed upon by the parties hereto. This Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.
- 16.4 **Successor Agreements:** The Board agrees to enter into negotiations with CSEA over a successor agreement no later than six (6) weeks after the public meeting of the Board of Trustees at which time CSEA successor agreement proposals are presented to the Board as per the requirements of Government Code Section 3540 et seq. Any negotiated agreements shall be reduced to writing then ratified by the parties.
- 16.5 **Distributions:** As soon as practical after settlement of this contract is reached, the District shall post a final PDF copy of the Agreement on an easily accessible location on the District website. The District shall provide the link for the Agreement to the CSEA Bargaining Team as soon as it is available. The District shall also produce twenty (20) printed copies of the Agreement for the Chapter leadership to distribute at its discretion. CSEA may produce additional copies using District equipment and materials as needed.

ARTICLE 17: CLASSIFICATION SYSTEM MAINTENANCE

17.1 **Reclassification:** For the purpose of this article, the following definitions shall apply:

17.1.1 Class - or "classification:" Classified positions grouped according to categories having similar tasks (called "job families"), the same title, and the same salary range.

17.1.2 Generic Job Description: A specification of the class that outlines the scope of the class, lists a sample of typical job duties, the knowledge, skills, and abilities required to perform the tasks at a satisfactory level of success; and the minimum requirements for education and experience.

17.1.3 Reclassification: The process by which major changes to the job duties assigned to positions are recognized by changes in the class to which those positions are designated.

17.2 **Requests for Reclassifications:** A request for classification review may be submitted by the employee, supervisor/administrator, or the CSEA to the Office of Human Resources. The duties upon which the reclassification is based must have been assigned by the administrator on a permanent basis, or performed by the worker with the supervisor's knowledge, explicit or implicit. All requests shall be submitted using the appropriate classification review forms available in the Office of Human Resources. A copy of the request shall be forwarded by the Office of Human Resources to the President of the CSEA and the requestor.

17.2.1 The process shall include but not be limited to the following:

- a. Separate interviews of applicant and applicant's supervisor by Human Resources
- b. Data describing duties (i.e. "who, what, where, for how long, and how often?")
- c. Evidence of duties (e.g. correspondence, presentations, spreadsheets, etc.)

17.2.2 The head of Human Resources, or designee, shall issue a written recommendation regarding the request within forty (40) working days to the employee and to the President of the CSEA.

17.2.3 If the CSEA and/or the employee(s) agree with the recommendation or no appeal is made, the Office of Human Resources shall follow procedures leading to full implementation in a timely fashion as mutually agreed upon by the parties. The effective date of the reclassification shall be the date the recommendation was agreed to or such other date mutually agreed upon by the parties.

17.2.4 If the CSEA and/or the employee(s) disagree with the recommendation, they may request a second review based on additional information within fifteen (15) working days and the head of Human Resources or designee shall issue a response within thirty (30) working days, or they may appeal the recommendation through the grievance procedure at Level II within ten (10) working days. The effective date of the reclassification shall be negotiated to the extent permitted by law and the good will of the parties.

17.2.5 Review of Procedures and Forms: CSEA and the District agree to jointly review current procedures to determine if the process can be streamlined and the forms to be revised to become more 'user friendly'. Upon adoption of the collective bargaining agreement, this matter will be referred to the Labor Management Committee.

A decision to reclassify an employee to a higher position shall be retroactive to the date the employee began performing the higher-level duties, or to nine (9) months prior to the submission of the request for classification review, whichever date is later. If higher level duties previously assigned to the employee are removed from the position as a result of a reclassification decision, the employee shall receive pay for performing the higher level duties retroactive to the date they began performing the duties, or nine (9) months prior to the submission of the request for classification review, whichever date is later, and shall be paid until the date the duties are removed.

17.2.6 **Notification of Intent to Change:** If the District intends to change the classification of a position or positions as a result of a new job analysis, reorganization and/or other reasons, the District shall notify the President of CSEA #33 in writing (or orally if acceptable to both parties). The CSEA will either:

- a. submit its written or oral argument with the change(s), or
- b. submit a written or oral rebuttal and negotiate the proposed change(s) or effects of the change(s), to the extent permitted by law and the good will of both parties, or
- c. submit a written or oral statement of "no position" with regard to the change(s).

Upon receipt of the CSEA written or oral agreement with the change(s) or "no position" statement, the Office of Human Resources shall then follow procedures leading to full implementation in a timely fashion as mutually agreed upon by the parties. The effective date of the reclassification shall be negotiated to the extent permitted by law and the good will of the parties.

If the recommendation is rebutted by the CSEA and negotiation is requested, the parties shall meet within twenty (20) working days to resolve any differences and reach agreement. The effective date of the reclassification shall be negotiated to the extent permitted by law and the good will of the parties.

17.2.7 By mutual agreement of both parties, timelines may be altered.

17.3 **Meet And Confer Reclassification Negotiations:** The District agrees to meet and confer with CSEA in regard to the effect of and the actual decision to:

- a. group classifications into occupational groups,
- b. set salary ranges for newly created classifications,
- c. allocate positions to classifications.

17.4 **Negotiate Reductions:**

17.4.1 The District agrees to negotiate the effects of the decision to:

- a. create a new classification to perform functions not previously performed,
- b. abolish a classification thus ceasing to engage in functions previously performed,
- c. revise job specifications,
- d. transfer work from one classification to a different or newly created classification,
- e. transfer work from one classification to another.

17.4.2 The District agrees to negotiate a decision to:

- a. reduce the hours of any position or group of positions rather than to eliminate the position(s) by layoff,
- b. reduce the work year of any position or group of positions rather than to eliminate the position(s) by layoff.

17.5 **Procedures:** The District shall notify the President of CSEA, Chapter No. 33, of its intent to take any of the actions specified in Sections 17.2, 17.3 or 17.3.1 no later than thirty (30) days prior to the proposed effective date of the action.

17.6 By mutual agreement of both parties, timelines may be altered.

ARTICLE 18: REORGANIZATION PROCEDURES

- 18.1 The District may consider department or division reorganizations with the goal of creating a more streamlined, cost-effective service delivery in the Colleges and Chancellor's Office. Implementation of these new processes may have a direct impact on current position allocations, staffing levels and current position classifications. The following processes will be used to reorganize job functions and the delivery of services and to address the impact of these changes on individual employees. The intent is to have employees understand the rules, be well informed about the process, know what to anticipate, and be treated fairly.
- 18.2 The Chancellor and Board of Trustees have adopted the following "principle" as a guideline for these changes:
 - 18.2.1 There will be no employee lay-offs as a result of reorganization. A systems approach will be taken to identify the College and/or District Office departments (divisions) that would benefit most by reorganization of their primary and supportive services. Department and division reorganizations shall be implemented only to create streamlined, efficient and effective service delivery models, which address current student and organizational needs.
 - 18.2.2 Reorganizations may result in different staffing allocations and/or position classifications that include the following three scenarios:
 - 18.2.2.1 Classifications requiring the same sets of knowledge, skills and abilities falling within a plus or minus 5% salary range change
 - 18.2.2.2 Classifications requiring different sets of knowledge, skills and abilities and a salary range increase greater than 5%. A skills demonstration may be required of candidates for positions in which there is a higher level of knowledge, skills and abilities required.
 - 18.2.2.3 Classifications requiring different sets of knowledge, skills and abilities and a salary range decrease of greater than 5%
 - 18.2.2.4 For positions that are represented by CSEA, the union concurrence on all new classifications will be reached prior to implementation of the classification.
- 18.3 Incumbents will initially be apprised of the purpose, principles, goals, and potential classification, staffing and assignment changes, and will participate in ongoing communication throughout implementation of the reorganization.
- 18.4 Incumbents will be provided a reorganization implementation plan that includes various employment options available to them on a priority basis. Available options may include such changes as the following:
 - 18.4.1 Eligibility to apply for future-dated, newly created allocations and classifications that result from the reorganization, using internal recruitment and selection procedures (represented and non-represented incumbents would be eligible to apply) provided that the employee meets the minimum qualifications for the position.
 - 18.4.2 Eligibility to apply for other, alternative vacant positions within the District, or the option

to exercise vested seniority rights.

- 18.4.3 Eligibility for alternative severance options if offered by the Board of Trustees Eligibility to elect service retirement through CalPERS or CalSTRS.
- 18.4.4 Availability of early retirement incentives if offered by the Board of Trustees. As an example, if employees are eligible to retire (age 55 or older and vested in the CalPERS or CalSTRS pension plan), but lack one year to hit the “magic 75”, the Board of Trustees might elect to give a one year service credit so employees could retire with Retiree Health Benefits.
- 18.4.5 Where two or more incumbents met the minimum qualifications for a position, seniority shall be the determining factor as to which employee is selected for a position.
- 18.5 Employees who are impacted by a reorganization will maintain their current classifications, assignments and salaries until such time as the reorganization is implemented.
- 18.6 Affected employees who are reassigned to lower-paying positions as the result of the internal selection procedures will have their current salary “Y-rated” only if their current base salary exceeds the top step of the lower-paying position. This means that an employee will not have his/her current base salary reduced, but no future base salary increases will occur until such time that the top base salary step exceeds the employee’s base salary rate. The employee will continue to receive LSI, if applicable, and any other pay differential that applies to the new assignment. Each individual so impacted will receive a written explanation of how this job change will impact any future salary increases.

ARTICLE 19: REDUCTION IN FORCE

The District and CSEA agree that should there be a reduction in force due to lack of work or lack of funds/un-funding as determined by the District, the parties shall first use the Managed Hiring process. This procedure shall be used for one or more effected employees. If a matter cannot be resolved via Managed Hiring, the District may proceed to the layoff procedure.

19.A: **MANAGED HIRING:** The parties may elect to start Managed Hiring at any round.

19.A.1 **Round 1:** The District shall establish and distribute a list of vacant positions to all classified employees in the District. All classified employees shall have the opportunity to apply for these positions. Requests for lateral transfers received in writing shall be considered on a priority basis at this time. An interview and selection process shall occur.

19.A.2 **Round 2:** The District shall post a revised vacancy list to all unit members who hold a position identified as less essential in an overall staffing plan for the College or District. Unit members holding such positions shall have the opportunity to apply for vacant positions. An interview and selection process shall occur.

19.A.3 **Round 3:** The District may place a unit member in a remaining vacant position for which the employee is qualified after consultation with the employee and CSEA. More senior employees shall be given first consideration. Every effort will be made to insure that every employee who wants to remain employed by the District shall be placed in a position.

19.A.4 Employees placed in a lower classification shall have their pay rate "Y-rated" until such time as the compensation rate for that position exceeds their current pay or the employee takes another position in which the pay exceeds the "Y-rated" pay rate. Contractual conditions regarding longevity increases (LSI) will apply to the "Y-rated" pay rate. The unit member shall continue to hold seniority rights per Article 19B of the current Agreement.

19.A.5 On-the-job training shall be provided for unit members who need to gain necessary skills and can do so in a reasonable amount of time.

19.A.6 Employees selected for or placed in a higher classification as a result of this managed hiring program and in compliance with applicable Title 5 recruiting requirements shall serve a six-month probationary period in the higher classification but shall retain permanent status in the District per Article 11.2.4 of the current Agreement.

19.A.7 Employees selected for or placed in a position at the same or lower classification through the managed hiring program in lieu of layoff shall not serve a probationary period.

19.A.8 Job titles and classifications for vacant positions shall not be changed without consultation with the CSEA.

There shall be an expedited process to resolve any disputes arising out of the implementation of this agreement. Disputes shall be addressed in writing to the Employment Manager, office of Human Resources for resolution. Appeals will go directly to the Vice Chancellor of Human Resources for a final decision.

19.A.9 This process shall not be retroactive and is only available to current unit members.

19.A.10 Violations of this agreement shall be subject to the grievance process.

19.A.11 The District may offer a separation agreement to employees on a case by case basis.

19.B: **LAYOFFS**

19.B.1 **Not Subject to Further Negotiations:** CSEA agrees that layoffs and their effects shall not be subject to further negotiations but shall be governed by the provisions of this Agreement. The parties agree that this article is not subject to the grievance procedure specified in Article 12.

19.B.2 **Definition:** Layoff is defined as an involuntary separation from District service due to lack of work or lack of funds, or assignment to a class lower than that in which the unit member has permanence, voluntarily consented to by the unit member to avoid interruption of employment by layoff. The definitions of lack of work or lack of funds, and the determination of what positions are to be affected, are reserved to management.

Each of the different job titles included in Appendix A is a class. Appendix A may be amended from time to time to reflect new or deleted classes.

19.B.3 **Seniority:** Seniority in a class is based on length of service in that class and higher classes from the last continuous date of hire as a probationary or permanent classified employee.

19.B.3.1 Length of service shall mean all hours in a paid probationary or permanent status, excluding overtime, commencing or continuing after July 1, 1971. The District shall compute all time worked prior to July 1, 1971, on an annual hours basis as though each unit member had worked full time.

Hours in pay status will be used to determine the seniority ranking of all unit members hired on or before June 30, 1996. These seniority rankings will be subject to verification by each employee and then these validated rankings will be used in all future seniority matters.

Seniority within the classifications for all members hired on or after July 1, 1996 will be determined by date of hire only.

For members reassigned to another classification on or after July 1, 1996, seniority within that classification shall be determined by date of hire only.

19.B.3.2 In the event that two or more employees have equal seniority, the order of layoff shall be determined by lot.

19.B.3.3 The District shall provide an updated seniority list of all bargaining unit members to CSEA leadership between February 1 and March 1 of each fiscal year, regardless of whether there are planned layoffs. The seniority list shall also denote whether the employee is currently serving in a specially funded position.

19.B.4 **Timelines:**

19.B.4.1 When classified positions must be eliminated as a result of the expiration of a specially funded program, the District shall notify the affected employee(s) in writing no later than sixty (60) days prior to any planned layoffs. The District and the CSEA representatives shall meet no later than five (5) days following the receipt of any

notices of layoff to review the proposed layoffs and determine the order of layoff within the provisions of this Agreement.

19.B.4.2 When classified positions must be eliminated due to a reduction in services or lack of funds other than those of a specially funded program, the Chancellor shall notify the affected employee(s) and Board of Trustees in writing not later than March 15th of the academic year. The layoff shall proceed in accordance with Education Code Section 88017.

19.B.4.3 Notice of termination shall be given on or before May 15th of the academic year with final notice of the Board's determination, unless extended by a continuance. The layoff shall be effective the last workday for that position of the academic year. If the governing board of the community college does not give notice of termination as required by law, a permanent employee shall be deemed reemployed for the ensuing academic year.

19.B.5 **Bumping Rights:** If positions within a class are eliminated, the least senior unit member(s) in the class will be notified of layoff and of the possibility of exercising bumping rights into an equal or lower class, if such possibility exists.

19.B.5.1 In lieu of layoff, a unit member may exercise bumping rights into an equal or lower class in which he/she has served if the unit member has more seniority in that class than someone currently serving in that class.

The affected employee shall also have the right to prior consideration, i.e., the right to be interviewed and tested by the hiring manager (and/or designee[s]), of any advertised vacant position which is at or below the range of the position from which the affected employee is being laid off.

19.B.5.2 When more than one position is affected, the availability to some unit members of the options of voluntary demotion or the exercise of bumping rights may depend on what options other affected unit members choose. In such cases the District shall notify the unit member and the CSEA of all options known to the District. The unit members shall be allowed to choose from the available options by order of seniority.

19.B.5.3 The District may call a meeting of affected unit members or contact unit members individually to determine their preferences.

19.B.5.4 An employee may elect layoff in lieu of exercising bumping rights, but this election shall operate to waive any reemployment rights to lower classes.

19.B.6 **Re-Employment Rights:** A unit member who has been laid off has reemployment rights (preference over new applicants) for thirty-nine (39) months into the class from which he/she was laid off. Reemployment rights shall be in reverse order of layoff.

19.B.6.1 Unit members who have been laid off shall also have the right to apply for open positions. CSEA shall be notified by the District of all employment opportunities within the District.

Unit members who have been laid off shall have the right to prior consideration, i.e., the right to be interviewed and tested by the hiring manager (and/or designee[s]), of any advertised vacant position from which the employee has been laid off.

- 19.B.6.2 The District shall fulfill its duty to communicate an offer of reemployment by depositing a written letter offering reemployment in the certified mail to the last address that the unit member has provided the Office of Human Resources.
- 19.B.6.3 If the District fails to receive an acceptance within the fourteen (14) working days after postmark date of the offer, it shall consider that the unit member has declined the offer of employment.
- 19.B.6.4 A unit member who accepts an offer of reemployment shall be given at least seven (7) calendar days after the unit member's acceptance of the District's offer to return to work. The District may establish a time for return to work of more than seven (7) days. By mutual agreement the unit member may report to work within fewer than seven (7) days.
- 19.B.6.5 A unit member who has accepted an offer of reemployment will be restored to his/her step on the salary schedule but service credit (longevity) and benefits do not accrue during layoff except as defined under Section 19B.7.
- 19.B.6.6 Permanent employees who take a voluntary demotion or voluntary reduction in assigned time in lieu of layoff shall have the above rights for a period of 63 months.
- 19.B.7 **Health and Welfare Benefits:** The District shall continue to pay health and welfare benefits according to the current Agreement for any employee laid off and currently receiving benefits, for one (1) month from the date of layoff, if the employee has served five (5) or more continuous years in the District.
- 19.B.8 The District may offer a separation agreement to employees on a case by case basis.

ARTICLE 20: DISCIPLINARY PROCEDURES

20.1 **Statement Of Purpose:**

Definition: Discipline includes any action whereby an employee is deprived of any classification or any incident of any classification in which he or she has permanency, including dismissal, suspension with or without pay, demotion, or any reassignment, without his or her voluntary consent, except a layoff for lack of work or lack of funds.

The decision to initiate disciplinary proceedings and the determination of the type and the amount of recommended discipline are reserved to the District. However, a unit employee shall be subject to disciplinary action only for cause. Grounds for disciplinary action may be based on the causes enumerated in this Article in Sections 20.1.2 and 20.1.3.

20.1.1 **Application:** This Article applies to permanent unit members only. Probationary unit members may be terminated or subject to other discipline at the discretion of the District. All references to "days" within this Article shall mean working days. A working day is any day in which the central administrative offices of the San Mateo County Community College District are open for business.

20.1.2 **Progressive Discipline:** It is the intent of the parties to engage in progressive discipline and, before discipline is normally imposed, the unit member will be given an oral or written warning and a reasonable time within which to correct the deficiency or behavior. This warning may be omitted if the cause for discipline is found by management to be of such a nature that immediate or more severe action is deemed necessary. Management will consider the following elements in making a determination to impose immediate discipline:

- a. The nature of the omission, misconduct or deficiency;
- b. The probability that the deficiency can be corrected;
- c. The harm caused; and
- d. The past performance of the unit member.

20.1.3 **Causes For Disciplinary Action:** The following causes are stated by way of illustration. Other valid causes for discipline may be advanced by management.

- a. Incompetence in the performance of duties
- b. Inefficiency in the performance of duties
- c. Insubordination;
- d. Carelessness or negligence in the performance of duty;
- e. Willful misuse or waste of, or damage to, school District property or equipment;
- f. Unauthorized or excessive absence and/or tardiness
- g. Repeated abuse of leave privileges
- h. Use or possession of intoxicants or controlled substances on the job or reporting for work while under the influence of intoxicants or a controlled substance or conviction of a controlled substance offense;
- i. Dishonesty in handling District funds, records, or other property or falsifying any information supplied to the District, including but not limited to, information supplied on applications, employment records, or any other District record;
- j. Abandonment of position

- k. Discourteous, offensive or abusive conduct or language toward other unit members, students or the public. (This may include, but not be limited to, jokes, slurs, derogatory comments, or other non-work-related conduct or language regarding a person's race, color, religion, national origin, age, medical condition, physical handicap or other non-work-related status.);
- l. Failure to maintain any license or certification needed to perform duties, or failure to meet District insurability requirements;
- m. Violation of District, state or federal regulation(s);
- n. Conviction of any felony or of a misdemeanor involving moral turpitude. A plea or verdict of guilty or a conviction following a plea of nolo contendere, to a charge of a felony or any other offense involving moral turpitude shall be deemed to be a conviction within the meaning of this Section;
- o. Conviction of a sex offense as described in Education Code Section 88022;
- p. Knowingly making, duplicating or causing to be duplicated any key to any District facility without authorization from the appropriate administrator or supervisor; or
- q. Engaging in any employment or other activity that is inconsistent, incompatible, in conflict with or detrimental to the unit member's duties, functions or responsibilities as a District unit member.

20.2 **Procedural Steps—Informal Counseling:** An informal oral discussion(s) may be initiated by a Supervisor with a unit member when, in the opinion of the Supervisor, a performance-related event has become serious enough for the Supervisor to consider discipline. Three (3) working days prior to the notification to the employee, the President of CSEA shall receive in writing details of the performance-related event.

20.2.1 The unit member shall be informed of his/her right to CSEA representation at said discussion. Following the oral discussion the Supervisor shall, in writing, describe the problem behavior or areas of needed improvement and the desired corrections needed of the employee. A copy shall be provided to the unit member and CSEA.

20.2.2 The unit member shall be given the opportunity to attach his/her comments to the informal counseling memorandum within ten (10) days of the issuance of the memorandum. The informal counseling memorandum shall not be placed in the employee's personnel file at the informal counseling level

20.2.3 The District may consider additional training for the employee as deemed appropriate.

20.3 **Written Warning/Reprimand:** If the behavior is deemed severe or continues, the Supervisor shall issue to the unit member a clearly identified written letter of warning/reprimand. Three (3) working days prior to the notification to the employee, the President of CSEA shall receive a copy of the written letter of warning/reprimand. A copy will be sent to the Office of Human Resources. The member will be notified of the unit member's right to representation by the CSEA. At the request of the CSEA, the Office of Human Resources may also be involved at this level.

20.3.1 The unit member shall have ten (10) working days to request a meeting to contest the written reprimand. The Supervisor shall schedule a conference to hear the unit member's response. Following the conference, the Supervisor may recommend that the written warning/reprimand be modified in part or in whole or left as originally written and recommend placement into the unit member's personnel file.

20.3.2 If the supervisor recommends placement of the written warning/reprimand into the unit member's personnel file (in accordance with Education Code 87031), the unit member shall have the right within ten (10) days of the recommendation to appeal to the President of the College or the head of Human Resources or designee for review and shall also have the right to attach his/her comments for inclusion should the President or Vice-Chancellor, Human Resources or designee rule in favor of placement in the file.

The President or Vice Chancellor- Human Resources or designee will have ten (10) working days to respond to the unit member's appeal and give written notification to the unit member and CSEA with a ruling.

20.3.2.1 Unit members assigned to work at the District Office can appeal to the Chancellor or designee for review, and shall also have the right to attach his/her comments for inclusion should the Chancellor or designee rule in favor of placement in the file.

20.3.2.2 The Chancellor or designee will have ten (10) working days to respond to the unit member's appeal and give written notification to the unit member and CSEA with a ruling.

20.3.2.3 The District may consider additional training for the employee as deemed appropriate.

20.4 **Suspension:** Suspension from employment may be imposed by the Chancellor or designee directly or upon information from other administrators. CSEA shall receive a copy of any Notice of Suspension three (3) working days prior to the District's notification of the employee. The unit member shall be informed of their right to contest the Notice of Suspension in person or in writing pursuant to Section 20.4.1(d) and their right to representation by CSEA. The right to contest the Notice of Suspension shall be considered to be a "Skelly."

20.4.1 **Unit Member Rights:** The unit member shall be accorded the following rights prior to the commencement of a suspension:

- a. Written notice of the proposed action;
- b. The reasons for the action;
- c. A copy of the charges and materials upon which the charges are based;
- d. The right to respond to the charges either orally or in writing, at the unit member's discretion, before an impartial Skelly officer who was not involved, consulted, or aware of the issue at any step of the disciplinary process leading up to the statement of charges (the Chancellor or designee)
- e. Notice of the right to appeal; and
- f. Written notification to CSEA and notification to the unit member of the right to representation by CSEA.

20.4.2 A suspension that is imposed after the rights listed in 20.4.1 have been accorded shall be without pay unless the Chancellor or designee decides to make the suspension with pay. No unit member shall be deprived of pay until the rights listed in 20.4.1 have been accorded.

20.4.3 In situations in which an immediate suspension is necessary to avert possible serious harm to the District, its unit members, its students or the public, the employee may be

placed on paid administrative leave.

- 20.4.4 **Request To Appeal Suspension:** If a unit member elects to appeal a suspension, he/she must submit a request to the Chancellor or his/her designee within ten (10) days following the decision rendered as a result of the Skelly process outlined in Section 20.4. Failure to file a timely appeal shall constitute a waiver of appeal rights. The Chancellor or his/her designee shall rule on the appeal within fourteen (14) days from the date of the appeal. The Chancellor or his/her designee may sustain, revoke or modify the suspension. An appeal to the Board of Trustees from the ruling regarding suspension at this level shall be delivered to the Board of Trustees within ten (10) days after service of the Chancellor's or designee's decision. The review at this level shall consist solely of a review of the written records above, and shall not include a de novo hearing of the Board.
- 20.4.5 Failure to file a timely appeal to the Board of Trustees shall constitute a waiver of further District appeal rights.
- 20.4.6 If a unit member's suspension is revoked, he/she shall be compensated for the entire period. If the suspension is modified, he/she shall be compensated for any part of the suspension that is rescinded.
- 20.5 **Termination:** Before a permanent unit member is terminated, he/she shall be served a written Notice of Termination stating in ordinary and concise language the acts and omissions upon which the dismissal is based, the specific charges against him/her, a statement of his/her rights to contest the Notice of Termination in person or in writing pursuant to Section 20.5.2(d). In addition, the unit member shall be given a card or letter which only needs his/her signature to constitute a request for a hearing before an impartial hearing officer who was not involved, consulted, or aware of the issue at any step of the disciplinary process leading up to the statement of charges (the Chancellor or designee). The unit member shall be informed of his/her rights to representation by CSEA, CSEA shall receive a copy of any notice of termination three (3) working days prior to the District's notification to the employee. The right to contest the Notice of Termination, and any associated suspension, shall be considered to be a "Skelly."
- 20.5.1 Any notice or request shall be deemed served when it is delivered in person to the unit member to whom it is directed, or when it is deposited in the United States registered or certified mail, postage prepaid and addressed to the last address the unit member has given the Office of Human Resources.
- 20.5.2 The Chancellor or designee may suspend a unit member pending final resolution of the dismissal action if prior to suspension the unit member has been accorded the following rights:
- a. Notice of the proposed dismissal action and of the right to a hearing;
 - b. The reasons for the dismissal action;
 - c. A copy of the charges and materials upon which the charges are based; and
 - d. The right to respond to the charges either orally or in writing, at the discretion of the unit member, before an impartial hearing officer who was not involved, consulted, or aware of the issue at any step of the disciplinary process leading up to the statement of charges (the Chancellor or designee).
 - e. Notice of the right to appeal; and
 - f. Written notification to CSEA and notification to the unit member of the right of representation by CSEA.

- 20.5.3 A suspension that is imposed after the rights listed in 20.5.2 have been accorded shall be without pay unless the Chancellor or designee decides to make the suspension with pay. No unit member shall be deprived of pay until the rights listed in 20.5.2 have been accorded.
- 20.5.4 In situations in which an immediate suspension is necessary to avert possible serious harm to the District, its unit members, its students and the public, the employee may be placed on paid administrative leave.
- 20.6 **Appeal of Recommendation of Termination or Suspension:** CSEA may appeal a suspension or recommendation of termination to the Board of Trustees. Such appeal must be lodged with the Office of the Chancellor within ten (10) days following the decision rendered as a result of the Skelly process outlined in Section 20.5.
- 20.6.1 Within ten (10) days of the receipt of association approval, the Board shall appoint a hearing officer who shall not hold any other employment with the District, as described in 20.6.6 below. The District and CSEA shall work together to schedule the appeal as timely as possible taking into consideration the schedules of the Board, the District, representatives, and timelines related to any relevant requests for information. The unit member and the District administration shall be afforded equal opportunity to present evidence before the hearing officer. Following completion of the hearing, the hearing officer shall recommend a decision to the Board of Trustees. Hearings shall be held in closed session unless the unit member requests a hearing in open session. In either case, the Board need not be present during the hearing.
- 20.6.2 If a unit member fails to make a timely request for a hearing, the Board may act upon charges without a hearing and without notice to the unit member of the time and place of the Board's meeting to act on the charges.
- 20.6.3 The Board of Trustees shall consider the findings of fact and recommendations of the hearing officer and, if necessary, the transcript of the hearing prior to rendering a final decision on the matter. If the Board of Trustees finds for the unit member, it shall so notify the unit member within five (5) days after the finding, and all records pertaining to the incident shall be removed from the unit member's file.
- 20.6.4 If the Board of Trustees determines that sufficient cause exists it may impose discipline as proposed by the administration, or it may impose a lesser form of discipline. The Board's determination of the sufficiency of the cause for discipline and the degree thereof shall be conclusive.
- 20.6.5 If a unit member's suspension or termination is revoked, the unit member shall be compensated for any time during which the unit member was on an unpaid leave or suspension. If a suspension is modified, the unit member shall be compensated for any part of the suspension that is rescinded.
- 20.6.6 Within 30 days of the signing of this Agreement, CSEA and the District shall each submit three (3) names to create a list of six (6) individuals upon whom the parties may call to serve as a hearing officer per Section 20.6.1 above. This list shall be memorialized as Appendix E of this Agreement, and shall be used to select a hearing officer for a suspension or termination hearing in the following manner: each party shall alternately strike a name from the list until only one name remains, and the order of striking shall be determined by lot. If any hearing officer retires or is otherwise no longer available, the

party that submitted that hearing officer's name shall submit a new name to the list. The District shall bear the full cost, if any, of the hearing officer. In all cases, each party shall bear in full any other costs for its participation in the hearing process, including the costs of court reporters, transcripts, and other related costs.

- 20.7 **Other Provisions:** Mere technical, non-substantive violations of the disciplinary procedures which do not affect substantive rights shall not invalidate the discipline unless the violations were prejudicial to the unit member.
- 20.7.1 Any alleged violation of this Article shall be pursued as part of the appeals procedure of this Article and not as part of the Grievance Procedure, Article 12, of this Collective Bargaining Agreement.
- 20.7.2 A negative performance evaluation may be given to an employee without following the disciplinary procedure. (See Article 14, Performance Evaluation Procedures.)
- 20.7.3. The parties may mutually agree to skip steps or accelerate or slow time lines contained in the procedure, dependent upon the facts of an individual case.
- 20.7.4 This Article replaces all other District disciplinary rules, regulations, procedures, policies, customs, or other means of imposing discipline covered herein affecting members of the unit which may now be extant.
- 20.8 **Labor Management Committee (LMC) And Resolution Of Procedure Disputes:** Between collective bargaining time periods, the parties agree to use the LMC to workout procedural issues or modify the existing disciplinary process, procedure, or steps to better conform with the provisions of the law and to make the procedures easier for employees and supervisors to understand. Any changes to the Labor agreement shall be by mutual agreement and shall be reduced to writing.

ARTICLE 21: DURATION

21.1 **Effective Dates of Contract:** The term of this successor Agreement shall be July 1, 2022 through June 30, 2025.

21.2 **Contract Reopeners:** There shall be no reopeners for the duration of this Agreement unless both parties mutually agree.

IN WITNESS WHEREOF, the CSEA has caused this Agreement to be signed by its President and negotiators, and the Board has caused this Agreement to be signed by its President Chancellor and negotiator.

FOR THE CSEA:

Perot, Annette
M.

Digitally signed by Perot,
Annette M.
Date: 2023.12.18 15:21:12
-08'00'

Annette M. Perot Date
President – CSEA, Chapter #33

Hamadeh,
Fauzi

Digitally signed by Hamadeh,
Fauzi
Date: 2023.12.18 15:30:52
-08'00'

Fauzi Hamadeh Date
Chief Negotiator – CSEA, Chapter #33

Dustin
Patenaude

Digitally signed by Dustin
Patenaude
Date: 2023.12.18 16:26:03
-08'00'

Dustin Patenaude Date
CSEA Labor Relations Representative

Sneed,
Brittney

Digitally signed by Sneed,
Brittney
Date: 2023.12.18 16:31:16
-08'00'

Brittney Sneed Date
2nd Vice President
Skyline – CSEA, Chapter #33

Linda Allen

Digitally signed by Linda Allen
Date: 2023.12.18 19:59:49
-08'00'

Linda Allen Date
2nd Vice President
CSM/District – CSEA, Chapter #33

Corrales,
Rachel

Digitally signed by Corrales,
Rachel
Date: 2023.12.19 08:59:11
-08'00'

Rachel Corrales Date
Union Steward – CSEA, Chapter #33

FOR THE DISTRICT:



1/11/2024

John Pimentel Date
President, Board of Trustees


Melissa Moreno (Jan 11, 2024 10:45 PST)

01/11/2024

Melissa Moreno, J.D. Date
Interim Chancellor

Johnson, Julie

Digitally signed by Johnson,
Julie
Date: 2023.12.19 10:27:03
-08'00'

Julie Johnson Date
Chief Human Resources Officer

Feune, David

Digitally signed by Feune,
David
Date: 2023.12.19 10:02:02
-08'00'

David Feune Date
Director, Human Resources

APPENDIX A—CSEA BARGAINING UNIT

(Positions in italics are currently inactive/not filled)

Accounting Analyst
Accounting Technician
Administrative Secretary
Admissions & Records Assistant II, III
Assistant Project Director
Athletic Equipment Manager
Athletic Trainer
Automotive Technician
Business Operations Facilities Coordinator
Business Operations Program Coordinator
Bookstore Buyer
Bookstore Operations Assistant
Broadcast Engineer II
Buyer
Campus Certificated Payroll Clerk
Campus Facilities Operations Technician
Career Resources/Counseling Aide
Cashier/Clerk
Child Dev Ctr Aid I, II, III
Client Services Manager (KCSM)
Community Education Coordinator
Contract Specialist
Cosmetology Aide
Cosmetology Program Assistant
Digital Media Production Specialist
Director Radio Program Operations
Division Assistant
Document Management Specialist
Electronics Technician
Emergency Management Coordinator
Financial Aid Assistant
Financial Aid Reconciliation Specialist
Financial Aid Technical Support Specialist
Financial Aid Technician
FM Program Director
Human Resources Assistant
Housing Program Coordinator
Instructional Aide I, II
Instructional Support Assistant
Intensive English Program Coordinator
IT Support Specialist
IT Support Technician I, II, III
ITS Support Technician
KCSM Membership Director
KCSM Production Coordinator

KCSM TV Broadcast Operating Engineer
KCSM TV Producer/Director I, II
KCSM Underwriting Representative
Laboratory Technician
Laboratory Coordinator
Lead Financial Aid Technician
Learning Center Coordinator
Library/Media Technician
Library Support Specialist
Mail Clerk
Membership Sales Specialist
Membership Services Coordinator
Multimedia Technician
Network Infrastructure Technician
Office Assistant I, II
Payroll Clerk I, II
Payroll Specialist
Programmer I
Program Services Coordinator
Program Services Coordinator/Degree Audit
Programmer Analyst
Project Coordinator I, II
Promotions and Web/Context Coordinator
Public Safety Assistant
Public Safety Officer
Public Safety Sergeant
Reprographics Technician
Senior Account Clerk
Senior Accounting Coordinator
Senior Accounting Technician
Senior Bookstore Buyer
Senior Broadcast Engineer
Senior Buyer
Senior Library/Media Technician
Shipping/Receiving Clerk
Staff Announcer/Producer
Staff Assistant
Student Life & Leadership Assistant
Storekeeper
Systems Support Technician
Television Production Manager
Television Programmer
Television Program Manager
Theatre Assistant
Theatre Events Manager
Theatre Manager/Technician
Theatre Production Technician
Theatre Technician/Events Coordinator
Transition Coordinator
Tutor Coordinator/Basic Skills Specialist
User Services Assistant
Utility & Sustainability Specialist
Visual Communications Coordinator

Web Accessibility Programmer
Web Programmer Analyst

APPENDIX B—SALARY GRADE PLACEMENT
(Positions in italics are currently inactive/not filled)

11	Child Development Center Aide I <i>Theatre Assistant</i>
12	<i>Cashier/Clerk</i>
13	Mail Clerk
15	<i>Office Assistant I</i> Shipping/Receiving Clerk
16	<i>Instructional Aide I</i> Child Development Center Aide II
17	Library/Media Technician
18	Office Assistant II Membership Sales Specialist
19	Career Resources/Counseling Aide Storekeeper
20	Admissions & Records Assistant II Public Safety Assistant
21	Athletic Equipment Manager Staff Assistant <i>Senior Library/Media Technician</i>
22	Bookstore Operations Assistant Child Development Center Aide III Document Management Specialist Financial Aid Assistant Human Resources Assistant Instructional Aide II <i>ITS Support Technician</i> <i>Senior Account Clerk</i>
23	
24	Accounting Technician Admissions and Records Assistant III Campus Certificated Payroll Clerk Campus Facilities Operations Technician Multimedia Technician Library Support Specialist Student Life & Leadership Assistant
25	Staff Announcer/Producer <i>Television Programmer</i> <i>User Services Assistant</i>

- 26 Accounting Technician II
 Assistant Project Director
 Athletic Trainer
 Automotive Technician
 Cosmetology Aide
 Director Radio Program Operations
 Financial Aid Technician
 Laboratory Technician
 Payroll Technician
 Reprographics Technician
 Tutor Coordinator/Basic Skills Specialist
- 27 Administrative Assistant
 Business Operations Facilities Coordinator
 Business Operations Program Coordinator
 Community Education Coordinator
 Cosmetology Program Assistant
 Division Assistant
 Housing Program Coordinator
 Instructional Support Assistant
 Intensive English Program Coordinator
 Learning Center Coordinator
 Public Safety Officer
 Membership Services Coordinator
 Multimedia Services Coordinator
 Program Services Coordinator
 Program Services Coordinator/Degree Audit
 IT Support Technician I
 Sparkpoint Coordinator
 Transition Coordinator
 Theatre Manager/Technician
 Theatre Production Technician
- 28 Senior Accounting Technician
 Senior Payroll Technician
- 29 FM Program Director
 Television Program Manager
- 30 Buyer
 Project Coordinator I
 Emergency Management Coordinator
 Financial Aid Reconciliation Specialist
 Electronics Technician
 Laboratory Coordinator
 Visual Communications Coordinator
 Systems Support Technician
 Theatre Technician/Events Coordinator
 Electronics Technician
- 31 Campus Facilities Operations Technician
 Digital Media Production Specialist

- IT Support Technician II
- Promotions Web/Context Coordinator
- Public Safety Sergeant
- Senior Accounting Coordinator
- 32 KCSM TV Broadcast Operations Engineer
- 33 *Payroll Specialist*
- 34 Financial Aid Technical Support Specialist
- IT Support Technician III
- KCSM Membership Director
- Senior Buyer
- Theatre Events Manager
- 35 KCSM Underwriting Representative
- Network Infrastructure Technician
- 36 Broadcast Engineer II
- Client Services Manager*
- KCSM Production Coordinator*
- KCSM TV Producer/Director I, II*
- 37 Accounting Analyst
- IT Support Specialist
- Programmer/Analyst
- Web Accessibility Programmer
- Web Programmer Analyst
- 38 Project Coordinator II
- Contract Specialist
- 41 Senior Broadcast Engineer

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
10	Ann	46668.00	48972.00	51444.00	53412.00	56076.00	58872.00
	Mon	3889.00	4081.00	4287.00	4451.00	4673.00	4906.00
	Hrly	23.93	25.11	26.38	27.39	28.76	30.19
<hr/>							
11	Ann	48972.00	51444.00	53412.00	56076.00	58860.00	61788.00
	Mon	4081.00	4287.00	4451.00	4673.00	4905.00	5149.00
	Hrly	25.11	26.38	27.39	28.76	30.18	31.69
	C6153	Child Development Center Aide I (Associate)					
<hr/>							
12	Ann	51648.00	54132.00	56544.00	59388.00	62220.00	65328.00
	Mon	4304.00	4511.00	4712.00	4949.00	5185.00	5444.00
	Hrly	26.49	27.76	29.00	30.46	31.91	33.50
<hr/>							
13	Ann	53280.00	55692.00	58572.00	61440.00	64536.00	67740.00
	Mon	4440.00	4641.00	4881.00	5120.00	5378.00	5645.00
	Hrly	27.32	28.56	30.04	31.51	33.10	34.74
	C6002	Mail Clerk					
<hr/>							
14	Ann	56016.00	58860.00	61908.00	64872.00	68028.00	71448.00
	Mon	4668.00	4905.00	5159.00	5406.00	5669.00	5954.00
	Hrly	28.73	30.18	31.75	33.27	34.89	36.64
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15	Ann	57348.00	60336.00	63384.00	66420.00	69828.00	73332.00
	Mon	4779.00	5028.00	5282.00	5535.00	5819.00	6111.00
	Hrly	29.41	30.94	32.50	34.06	35.81	37.61
	C6014	Shipping & Receiving Clerk					

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
16	Ann	58860.00	61908.00	64872.00	68028.00	71724.00	75324.00
	Mon	4905.00	5159.00	5406.00	5669.00	5977.00	6277.00
	Hrly	30.18	31.75	33.27	34.89	36.78	38.63
	C6152	Child Development Center Aide II (Teacher)					
17	Ann	60336.00	63384.00	66420.00	69828.00	73248.00	76896.00
	Mon	5028.00	5282.00	5535.00	5819.00	6104.00	6408.00
	Hrly	30.94	32.50	34.06	35.81	37.56	39.43
	C6004	Library/Media Technician					
18	Ann	61908.00	64872.00	68028.00	71724.00	75168.00	78924.00
	Mon	5159.00	5406.00	5669.00	5977.00	6264.00	6577.00
	Hrly	31.75	33.27	34.89	36.78	38.55	40.47
	C6167	Cosmetology Office Assistant					
	C6230	Membership Sales Specialist					
	C6030	Office Assistant II					
19	Ann	63384.00	66420.00	69828.00	73248.00	77052.00	80892.00
	Mon	5282.00	5535.00	5819.00	6104.00	6421.00	6741.00
	Hrly	32.50	34.06	35.81	37.56	39.51	41.48
	C6036	Career Resources/Couns Aide					
	C6038	Storekeeper					
20	Ann	64872.00	68028.00	71724.00	75168.00	78972.00	82932.00
	Mon	5406.00	5669.00	5977.00	6264.00	6581.00	6911.00
	Hrly	33.27	34.89	36.78	38.55	40.50	42.53
	C6027	Admissions & Records Asstistant II					
	C6024	Public Safety Assistant					

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
21	Ann	66420.00	69828.00	73248.00	77052.00	80844.00	84888.00
	Mon	5535.00	5819.00	6104.00	6421.00	6737.00	7074.00
	Hrly	34.06	35.81	37.56	39.51	41.46	43.53
	C6043	Athletic Equipment Manager					
	C6042	Staff Assistant					
22	Ann	68028.00	71724.00	75168.00	78972.00	83100.00	87276.00
	Mon	5669.00	5977.00	6264.00	6581.00	6925.00	7273.00
	Hrly	34.89	36.78	38.55	40.50	42.62	44.76
	C6143	Bookstore Operations Assistant					
	C6151	Child Development Center Aide III (Master)					
	C6069	Document Management Specialist					
	C6048	Instructional Aide II					
	C6194	Math Instructional Aide II (STEM)					
22A	Ann	68712.00	72456.00	75936.00	79776.00	83952.00	88164.00
	Mon	5726.00	6038.00	6328.00	6648.00	6996.00	7347.00
	Hrly	35.24	37.16	38.94	40.91	43.05	45.21
	C6022	Financial Aid Assistant					
23	Ann	69828.00	73248.00	77052.00	80844.00	84972.00	89232.00
	Mon	5819.00	6104.00	6421.00	6737.00	7081.00	7436.00
	Hrly	35.81	37.56	39.51	41.46	43.58	45.76
24	Ann	71724.00	75168.00	78972.00	83100.00	87360.00	91716.00
	Mon	5977.00	6264.00	6581.00	6925.00	7280.00	7643.00
	Hrly	36.78	38.55	40.50	42.62	44.80	47.03
	C6050	Admissions & Records Assistant III					
	C6005	Library Support Specialist					
	C6163	Retention Specialist					
	C6161	Student Life & Leadership Assistant					

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
24A	Ann	72456.00	75936.00	79776.00	83952.00	88236.00	92652.00
	Mon	6038.00	6328.00	6648.00	6996.00	7353.00	7721.00
	Hrly	37.16	38.94	40.91	43.05	45.25	47.51
	C6039	Accounting Technician					
	C6139	Multimedia Technician					
25	Ann	73248.00	77052.00	80844.00	84972.00	89316.00	93792.00
	Mon	6104.00	6421.00	6737.00	7081.00	7443.00	7816.00
	Hrly	37.56	39.51	41.46	43.58	45.80	48.10
	C6019	Staff Announcer/Producer					
26	Ann	75168.00	78972.00	83100.00	87360.00	91476.00	96072.00
	Mon	6264.00	6581.00	6925.00	7280.00	7623.00	8006.00
	Hrly	38.55	40.50	42.62	44.80	46.91	49.27
	C6127	Assistant Project Director					
	C6070	Athletic Trainer					
	C6001	Automotive Technician					
	C6071	Cosmetology Aide					
	C6044	Laboratory Technician					
	C6169	Payroll Technician					
	C6154	Reprographics Technician					
	C6073	Tutor Coordinator/Basic Skills Specialist					
26A	Ann	75936.00	79776.00	83952.00	88236.00	92436.00	97044.00
	Mon	6328.00	6648.00	6996.00	7353.00	7703.00	8087.00
	Hrly	38.94	40.91	43.05	45.25	47.40	49.77
	C6056	Financial Aid Technician					

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
27	Ann	77052.00	80844.00	84972.00	89316.00	93636.00	98304.00
	Mon	6421.00	6737.00	7081.00	7443.00	7803.00	8192.00
	Hrly	39.51	41.46	43.58	45.80	48.02	50.41
	C6055	Administrative Assistant					
	C0395	Business Operations Facilities Coordinator					
	C0394	Business Operations Program Coordinator					
	C6185	Community Education Coordinator					
	C6183	Cosmetology Program Assistant					
	C6142	Division Assistant					
	C0466	Housing Program Coordinator					
	C6195	Instructional Support Assistant					
	C6199	Intensive English Program Coordinator					
	C6122	Learning Center Coordinator					
	C6051	Membership Services Coordinator					
	C6171	Multimedia Services Coordinator					
	C6168	Prerequisite/Assessment Specialist					
	C6079	Program Services Coordinator					
	C6079	Program Services Coordinator - Degree Audit					
	C6200	Sparkpoint Coordinator					
	C6201	Transition Coordinator					
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27A	Ann	77832.00	81624.00	85848.00	90216.00	94560.00	99276.00
	Mon	6486.00	6802.00	7154.00	7518.00	7880.00	8273.00
	Hrly	39.91	41.86	44.02	46.26	48.49	50.91
	C6145	IT Support Technician I					
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28	Ann	78972.00	83100.00	87360.00	91476.00	96096.00	100884.00
	Mon	6581.00	6925.00	7280.00	7623.00	8008.00	8407.00
	Hrly	40.50	42.62	44.80	46.91	49.28	51.74
	C6170	Senior Payroll Technician					
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San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
28A	Ann	79776.00	83952.00	88236.00	92436.00	97056.00	101892.00
	Mon	6648.00	6996.00	7353.00	7703.00	8088.00	8491.00
	Hrly	40.91	43.05	45.25	47.40	49.77	52.25
	C6131	Senior Accounting Technician					
29	Ann	80844.00	84972.00	89316.00	93636.00	98436.00	103356.00
	Mon	6737.00	7081.00	7443.00	7803.00	8203.00	8613.00
	Hrly	41.46	43.58	45.80	48.02	50.48	53.00
	C6109	Dir of Radio Program Operations					
	C6078	FM Program Director					
30	Ann	83100.00	87360.00	91476.00	96096.00	101004.00	106056.00
	Mon	6925.00	7280.00	7623.00	8008.00	8417.00	8838.00
	Hrly	42.62	44.80	46.91	49.28	51.80	54.39
	C6144	Buyer					
	C6089	Electronics Technician					
	C6223	Laboratory Coordinator					
	C6148	Project Coordinator I					
	C6188	Utility & Sustainability Specialist					
	C4081	Visual Communications Coordinator					
30A	Ann	83952.00	88236.00	92436.00	97056.00	102012.00	107100.00
	Mon	6996.00	7353.00	7703.00	8088.00	8501.00	8925.00
	Hrly	43.05	45.25	47.40	49.77	52.31	54.92
	C6299	Emergency Management Coordinator					
	C6165	Financial Aid Reconciliation Specialist					

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
31	Ann	84972.00	89316.00	93636.00	98436.00	103416.00	108588.00
	Mon	7081.00	7443.00	7803.00	8203.00	8618.00	9049.00
	Hrly	43.58	45.80	48.02	50.48	53.03	55.69
	C6231	Digital Media Production Specialist					
	C6135	Promotions & Web Content Coordinator					
31A	Ann	85848.00	90216.00	94560.00	99420.00	104436.00	109668.00
	Mon	7154.00	7518.00	7880.00	8285.00	8703.00	9139.00
	Hrly	44.02	46.26	48.49	50.98	53.56	56.24
	C0229	Campus Facilities Operations Technician					
	C6146	IT Support Technician II					
	C6130	Senior Accounting Coordinator					
32	Ann	87120.00	91464.00	96072.00	100884.00	105924.00	111228.00
	Mon	7260.00	7622.00	8006.00	8407.00	8827.00	9269.00
	Hrly	44.68	46.90	49.27	51.74	54.32	57.04
	C6158	KCSM TV Broadcast Operations Engineer					
33	Ann	89304.00	93768.00	98460.00	103452.00	108588.00	114000.00
	Mon	7442.00	7814.00	8205.00	8621.00	9049.00	9500.00
	Hrly	45.80	48.09	50.49	53.05	55.69	58.46
	C6141	Payroll Specialist					
34	Ann	91476.00	96096.00	101004.00	106164.00	111408.00	116976.00
	Mon	7623.00	8008.00	8417.00	8847.00	9284.00	9748.00
	Hrly	46.91	49.28	51.80	54.44	57.13	59.99
	C6124	KCSM Membership Director					
	C6134	Senior Buyer					
	C6150	Theatre Events Manager					

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
34A	Ann	92436.00	97056.00	102012.00	107208.00	112500.00	118176.00
	Mon	7703.00	8088.00	8501.00	8934.00	9375.00	9848.00
	Hrly	47.40	49.77	52.31	54.98	57.69	60.60
	C6166	FA Technical Support Specialist					
	C6147	IT Support Technician III					
35	Ann	93792.00	98472.00	103380.00	108600.00	114036.00	119748.00
	Mon	7816.00	8206.00	8615.00	9050.00	9503.00	9979.00
	Hrly	48.10	50.50	53.02	55.69	58.48	61.41
	C6128	KCSM Underwriting Representative					
35A	Ann	94740.00	99468.00	104424.00	109692.00	115200.00	120936.00
	Mon	7895.00	8289.00	8702.00	9141.00	9600.00	10078.00
	Hrly	48.58	51.01	53.55	56.25	59.08	62.02
	C6121	Network Infrastructure Technician					
36	Ann	96408.00	100956.00	106020.00	111348.00	116880.00	122712.00
	Mon	8034.00	8413.00	8835.00	9279.00	9740.00	10226.00
	Hrly	49.44	51.77	54.37	57.10	59.94	62.93
	C6116	Broadcast Engineer II					
	C6136	Client Service manager KCSM					
	C6077	KCSM Production Coordinator					
	C6162	KCSM Radio Engineer					
	C6021	KCSM TV Producer/Director II					

San Mateo County Community College District
Classified Salary Schedule (60)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
37	Ann	98436.00	103416.00	108660.00	114060.00	120000.00	126000.00
	Mon	8203.00	8618.00	9055.00	9505.00	10000.00	10500.00
	Hrly	50.48	53.03	55.72	58.49	61.54	64.62
	C6164	Accounting Analyst					
	C6187	IT Support Specialist					
	C6101	Programmer Analyst					
38	C6202	Web Accessibility Programmer					
	C6156	Web Programmer Analyst					
	Ann	100884.00	106020.00	111408.00	116892.00	123012.00	129180.00
	Mon	8407.00	8835.00	9284.00	9741.00	10251.00	10765.00
	Hrly	51.74	54.37	57.13	59.94	63.08	66.25
	C6222	Contract Specialist					
39	C6149	Project Coordinator II					
	Ann	103380.00	108660.00	114180.00	119796.00	126036.00	132336.00
	Mon	8615.00	9055.00	9515.00	9983.00	10503.00	11028.00
	Hrly	53.02	55.72	58.55	61.43	64.63	67.86
40	Ann	106008.00	111408.00	117072.00	122856.00	129228.00	135660.00
	Mon	8834.00	9284.00	9756.00	10238.00	10769.00	11305.00
	Hrly	54.36	57.13	60.04	63.00	66.27	69.57
41	Ann	108624.00	114180.00	119976.00	125928.00	132480.00	139092.00
	Mon	9052.00	9515.00	9998.00	10494.00	11040.00	11591.00
	Hrly	55.70	58.55	61.53	64.58	67.94	71.33
	C6111	Senior Broadcast Engineer					

San Mateo County Community College District
Salary Schedule (62)
Effective: 01-JUL-2023

Grade	Step	1	2	3	4	5	6
27	Ann	82200.00	86244.00	90648.00	95292.00	99876.00	104856.00
	Mon	6850.00	7187.00	7554.00	7941.00	8323.00	8738.00
	Hrly	39.52	41.46	43.58	45.81	48.02	50.41
	C6028	Public Safety Officer					

APPENDIX D—SALARY SURVEY GROUPS

The job families and corresponding benchmark classifications (in bold italics) defined for the salary survey include:

Classification Family A

(General Clerical/Secretarial/Office Support)

Cashier/Clerk

Office Assistant I

Office Assistant II

Human Resources Assistant

Staff Assistant

Administrative Secretary

Administrative Assistant

Division Assistant

Document Management Specialist

Career Resources/Counseling Aide

Classification Family B

(Accounting/General Clerical)

Senior Account Clerk

Accounting Technician

Sr. Accounting Technician

Sr. Accounting Coordinator

Financial Aid Assistant

Financial Aid Technician

Lead Financial Aid Technician

Campus Facilities Operations Technician

Classification Family C

(Payroll)

Campus Certificated Payroll Clerk

Payroll Clerk II

Payroll Specialist

Classification Family D

(Admissions & Records)

Admissions and Records Assistant II

Admissions and Records Assistant III

Program Services Coordinator/Degree Audit

Classification Family E

(Library)

Library/Media Technician

Library Support Specialist

Classification Family F

(Instructional / Student Services)

Instructional Aide I

Instructional Aide II

Laboratory Technician

Automotive Technician

Child Development Center Aide I

Child Development Center Aide II

Child Development Center Aide III

Cosmetology Aide

Athletic Trainer

Classification Family G

(General Services)

Buyer

Senior Buyer

Bookstore Buyer

Bookstore Operations Assistant

Mail Clerk

Reprographics Technician

Shipping/Receiving Clerk

Storekeeper

Athletic Equipment Manager

Classification Family H

(Instructional Technology Support/User Support)

Electronics Technician

Multimedia Technician

IT Support Technician I

IT Support Technician II

IT Support Technician III

Systems Support Technician

Network Infrastructure Technician

Users Services Assistant

ITS Support Technician

Classification Family I

(Computer Programming)

Programmer I

Programmer/Analyst

Web Program Analyst

Classification Family J

(Program/Project Coordination)

Assistant Project Director

Project Coordinator I

Project Coordinator II

Program Services Coordinator

Tutor Coordinator/Basic Skills Specialist

Classification Family K

(Theatre)

Theatre Assistant
Theatre Technician/Events Coordinator
Theatre Manager/Technician
Theatre Production Technician

Classification Family L

(Public Safety)

Public Safety Assistant
Public Safety Officer
Public Safety Sergeant

Classification Family M

(Art / Design / Marketing)

Promotions & Web Content Coordinator
Visual Communications Coordinator

Classification Family N

(Broadcasting: Public Relations/Fundraising)

Client Services Manager
KCSM Membership Director
KCSM Production Coordinator
KCSM Underwriting Representative
Membership Services Coordinator

Classification Family O

(Broadcasting/Technical Equipment Operation)

KCSM Broadcast Operating Engineer
Broadcast Engineer II
Senior Broadcast Engineer

Classification Family P

(Programming)

Television Programmer
Director of Radio Program Operations
Television Production Manager
Television Program Manager
FM Program Director
FM Staff Announcer/Producer
KCSM Producer/Director I, II

APPENDIX E – RETIREE FRINGE BENEFITS HANDBOOK