NEGOTIATED AGREEMENT

SANTA CLARITA COMMUNITY COLLEGE DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 725

July 1, 2011 – June 30, 2014

Available on the Intranet to District Employees at:
http://www.canyons.edu:8081/offices/csea/
ARTICLE 2: RECOGNITION

A. The District recognizes the Association as the exclusive representative for regular classified unit members. The Association and District agree that relevant law and regulations with regard to definitions of classified service and representation shall apply. Moreover, it is agreed that both parties shall annually review the relevant sections of law and regulations for relevancy and accuracy (Government Code Section 3540.1 (e); Education Code Section 87001.5).

B. For a list of represented classifications see Appendix B.

C. The bargaining unit shall exclude all other employees including supervisory, confidential, and managerial.

D. Terms

1. Regular - as used in the phrase “regular classified employee,” or any similar phrase, refers to a classified employee who has probationary or permanent status (also referred to in this Agreement as “unit members”).

2. A short-term (adult hourly) employee is any person who is employed to perform a service for the District, upon the completion of which, the service required or similar services will not be extended or needed on a continuing basis.

3. A substitute employee is any person employed to replace any regular classified employee temporarily absent from duty. Salary placement will be at step one of the range of the person being replaced. The District may fill a vacant position that is in the process of being filled for not more than sixty-six (66) working days with a substitute. If a former District employee is employed as a substitute, the substitute will return to his or her prior range and step for salary placement. For hard-to-fill positions, by mutual agreement of both parties, the District can be granted an additional twenty-two (22) working days to employ a substitute in that position.

4. A 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 contributing significantly to the development of management positions.

5. A management employee is an employee who is in a position which has significant responsibilities for formulating District policies or administering District programs.

6. A supervisory employee is an employee, regardless of job description, having authority which is not of a merely routine or clerical nature to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to assign work to and direct employees or to adjust their grievances, or effectively recommend such action. This classification requires the use of independent judgment.

E. The District shall not use short-term (adult hourly) or substitute employees for the purpose of reducing the number of current positions in the bargaining unit.

F. Should the District create a new job classification or abolish one of the existing job classifications listed in Appendix B, it shall notify the Association in writing prior to such action.

G. Should the District modify or change job classifications or job duties listed in Appendix B that could result in a unit modification, the District shall notify the Association, in writing, prior to such action and shall negotiate the effects of the changes in Association representation (unit modification).