

**TENTATIVE AGREEMENT  
BETWEEN THE COAST COMMUNITY COLLEGE DISTRICT  
AND THE COAST FEDERATION OF CLASSIFIED PROFESSIONALS, LOCAL 4794**

**June 23, 2022**

This Tentative Agreement between the Coast Community College District and the Coast Federation of Classified Professionals, Local 4794 (hereinafter referred to as the "Federation") is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement ("Agreement") between the parties.

All language currently in effect in the Agreement is intended to remain unchanged except as agreed below.

**Article 7. Employee Status  
Section 7.4 Only**

**7.4 Probationary Period.** The probationary period shall be regarded as an integral opportunity to observe and assess an employee's performance to determine if the employee is suited for the job. During the probationary period, the immediate supervisor and the employee shall meet at least once in the first 30 days of employment to discuss the expectations of the position.

A. A new employee shall serve a probationary period not to exceed 6 months, or 130 days of paid service, whichever is longer, subject to dismissal at any time during this period.

B. The work performance and efficiency of the employee will be appraised on the mutually agreed upon form from the District Office of Human Resources by the employee's immediate supervisor at the end of the third and fifth months of employment.

At the fifth month appraisal, the employee will be recommended for either regular status, or for termination. Should the employee's immediate supervisor fail to recommend the employee for regular status or for termination prior to the employee completing six months or 130 days of paid service, the employee will automatically pass into regular status.

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**Article 7. Employee Status  
Section 7.4 Only**

**7.4 Probationary Period.** The probationary period shall be regarded as an integral opportunity to observe and assess an employee's performance to determine if the employee is suited for the job. During the probationary period, the immediate supervisor and the employee shall meet at least once in the first ~~thirty (30)~~ days of employment to discuss the expectations of the position.

A. A new employee shall serve a probationary period not to exceed of six (6) full working months, or 130 days of paid service, whichever is longer, subject to dismissal at any time during this period.

B. The work performance and efficiency of the employee will be appraised on the ~~prescribed District~~ mutually agreed upon form from the District Office of Human Resources by the employee's immediate supervisor at the end of the third ~~(3<sup>rd</sup>)~~ and fifth ~~(5<sup>th</sup>)~~ months of employment.

At the fifth ~~(5<sup>th</sup>)~~ month appraisal, the employee will be recommended for either regular ~~status and salary step raise, if applicable~~, or for termination. Should the employee's immediate supervisor fail to recommend the employee for regular status or for termination prior to the employee ~~completing six (6) months or 130 days of paid service, anniversary~~, the employee will automatically pass into regular status.

C. ~~Should the supervisor recommend termination after having missed the due dates for the third (3<sup>rd</sup>), and/or fifth (5<sup>th</sup>) month evaluations, the employee shall receive an automatic three (3) months' extension of probation. The due dates shall be considered to be missed if the employee conference is not held within ten (10) working days of the third (3<sup>rd</sup>), and fifth (5<sup>th</sup>) month anniversary dates.~~

[...]

*Andrew Deaso*

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Andrew Deaso, CFCP President/Date

*Marlene Drinkwine*

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Marlene Drinkwine, Vice Chancellor/Date

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Dr. Elizabeth Dorn Parker, Board President/Date

~~D. Should the immediate supervisor or the employee believe an extension of probation would be beneficial, such extension may be requested in writing prior to the completion of an employee's probationary period. An extension, not to exceed three months, shall require agreement between the employee involved and the District, with notification to the Federation.~~

[...]

*Andrew Deaso*

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Andrew Deaso, CFCP President/Date

*Marlene Drinkwine*

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Marlene Drinkwine, Vice Chancellor/Date

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Dr. Elizabeth Dorn Parker, Board President/Date