

**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 11. VACANCIES, TRANSFERS, AND PROMOTIONS
Section 11.5 Only**

[...]

11.5 Probationary Status in Vacancies, Reorganizational Reassignments, Transfers, and Promotions.

- A. Vacancies.** Employees who promote, or who obtain through competitive process, a position in a lateral classification in which they have not previously held permanency, will be required to successfully complete a new probationary period of six months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix "C") 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

B. Re-organizational Reassignments.

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11.5 Probationary Status in Vacancies, Reorganizational Reassignments, Transfers, and Promotions.

- A. Vacancies.** Employees who promote, or who obtain through competitive process, a position in a lateral classification in which they have not previously held permanency, will be required to successfully complete a new probationary period of six months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix "C") 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

BA. Re-organizational Reassignments.

Previously Held Classifications

Employees who are re-organizationally reassigned to a job classification in which they previously attained permanency shall not be required to serve a new probationary period.

New Classifications: Promotions

A re-organizational reassignment to a promotional job classification in which the employee does not have permanency will require the employee to successfully complete a new probationary period of six months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix “C”) 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

New Classifications: Lateral

Employees who are re-organizationally reassigned into a lateral classification in which they have not previously held permanency will be required to successfully complete a new probationary period of six full working months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification. A supervisor may waive the new probationary period if the employee previously completed a probationary period successfully in a job classification with the same required qualifications as defined in the job description.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix “C”) 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

Previously Held Classifications

Employees who are re-organizationally reassigned to a ~~former or current~~ job classification in which they ~~have held~~ previously attained permanency shall not be required to serve a new ~~six (6) month~~ probationary period.

New Classifications: Promotions

A re-organizational reassignment to a promotional job classification in which the employee does not have permanency will require the employee to successfully complete a new probationary period of six months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix “C”) 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

New Classifications: Lateral

Employees who are re-organizationally reassigned into a lateral classification in which they have not previously held permanency will be required to successfully complete a new probationary period of six full working months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification. A supervisor may waive the new probationary period if the employee previously completed a probationary period successfully in a job classification with the same required qualifications as defined in the job description.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix “C”) 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

C. Lateral Transfers and Voluntary Classification Reductions. Employees who laterally transfer or demote through voluntary transfer, into a classification in which they have not previously held permanency will be required to successfully complete a new probationary period of six months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification. A supervisor may waive the new probationary period if the employee previously completed a probationary period successfully in a job classification with the same required qualifications as defined in the job description. During a hiring freeze, a new probation period shall be waived in the event of an administrative transfer or classification reduction.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix "C") 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

D. Failure to Complete Probation. In the event that a regular employee does not successfully complete the probationary period required for a new job classification, as set forth in Section 11.5.A through 11.5.D, the District will place the employee in their previous permanent classification or in an open position most nearly like the position previously held. If a comparable position is not available, the employee may be placed in a temporary position, until an open position becomes available at a salary no lower than the previous permanent classification held.

CB. Lateral Transfers and Voluntary Classification Reductions. Employees who laterally transfer or demote through voluntary transfer, into a classification in which they have not previously held permanency will be required to successfully complete a new probationary period of six months, or 130 days, of paid service, whichever is longer, in order to attain permanency in the new classification. A supervisor may waive the new probationary period if the employee previously completed has previously served a probationary period successfully in a job classification with the same job required qualifications requirements as defined in the job description. During a hiring freeze, a new probation period shall be waived in the event of an administrative transfer or classification reduction.

The work performance of the employee in the new classification will be appraised on the Classified Employee Performance Evaluation form (Appendix "C") 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 permanency or dismissal from the new classification. Employees are subject to dismissal from the new classification at any time during the probationary period. A permanent employee who fails to successfully complete the probationary period for a new classification shall not be separated from employment, but will be placed in accordance with Article 11.5.D.

DC. Failure to Complete Probation. In the event that a regular classified employee accepts a promotion or lateral or voluntary classification change, and does not successfully complete the six (6) month probationary period required for a new job classification, as set forth in Section 11.5.A through 11.5.D, the District will place the classified employee in their previous permanent classification or in an open position most nearly like the position previously held. If a comparable position is not available, the classified employee may be placed in a temporary position, until an open position becomes available at a salary no lower than the previous permanent classification held.

E. Probation Requirements.

Change in Assignment	New Probation Requirement
No classification change	No (11.5.A)
Lateral classification change	Yes (May be waived - 11.5.B)
Voluntary classification reduction	Yes (May be waived – 11.5.B)
Promotion	Yes
Reclassification	No
Reorganizational Reassignment	Yes (May be waived – 11.5.B)
Reassignment to Classification Where Permanency was Held	No (11.5.A)

[...]

Andrew Deaso

Andrew Deaso, CFCP President/Date

Marlene Drinkwine

Marlene Drinkwine, Vice Chancellor/Date

Dr. Elizabeth Dorn Parker, Board President/Date

ED. Probation Requirements.

Change in Assignment	New Probation Requirement
No classification change	No (11.5.A)
Lateral classification change	Yes (May be waived - 11.5.B)
Voluntary classification reduction	Yes (May be waived – 11.5.B)
Promotion	Yes
Reclassification	No
Reorganizational Reassignment	Yes (May be waived – 11.5.B)
Reassignment to Classification Where Permanency was Held	No (11.5.A)

[...]

Andrew Deaso

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