

Tentative Agreement
District – CCE Negotiations
January 22, 2007

Classification

T/A
2/9/07

2/9/07
CCE DISTRICT

The parties tentatively agree to the following regarding a comprehensive classification study and changes to board policy B.P. CCE/AFT-6: New Positions, Classifications, & Reclasses

The District will conduct a comprehensive classification and compensation study for classified bargaining unit members as soon as is practical. This proposal is subject to the following conditions:

- Excluded from the classification portion of the study are all reclassifications initiated and/or approved during reclassification cycles in 2006.
- No new reclassification requests, other than those submitted for the September 30, 2006 cycle will be considered outside of the comprehensive reclassification study.
- The scope of the compensation portion of the study is defined to be an analysis of total compensation, including all salaries and employee benefits which accrue to classified employees, for all bargaining unit classifications.

• The CCE handbook shall be revised to include the following:

- No Reclassification Requests will be accepted for a period of two (2) years following the completion of study implementation negotiations.
- One classification period per fiscal year with a deadline for application submittal of December 15th, and an effective date of the following July 1st.
- Recommended reclassification time frames shall be adjusted to reflect a twenty-four (24) week study period, a ten (10) working day appeal deadline, ~~and~~ twenty (20) working days for the

move →

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recommendations of the Appeals Committee to be made to the Assistant Superintendent/Vice President of Human Resource Services, These timeframes may be changed for a specific reclassification if mutually acceptable to the District and CCE.

AND 5 WORKING DAY FOR THE
DECISION ON AN APPEAL.