

California School Employees Association and its College of the Desert Chapter 407 (CSEA)
to
Desert Community College District (District)
Implementation of 17.3 - Legislative Update
Tentative Agreement
December 13, 2021

The parties have met and negotiated the effects of the changes in law (AB 275) regarding probationary periods as follows:

ARTICLE XVII: EVALUATION PROCEDURES

- 17.1 The primary purpose of evaluation shall be to assist the unit member in improving job knowledge and skills and to recognize the unit member's contribution to the District, as well as to inform the member of areas where performance improvement is needed. (See Appendix G-Evaluation Factors)
- 17.2 The District shall provide written evaluations to all permanent unit members every year. Evaluations shall be signed and dated by the evaluator and the unit member.
- 17.3 New unit members shall be subject to a probationary period of ~~twelve (12)~~ **six (6)** months. New unit members shall be evaluated at the end of the ~~fourth and eighth~~ **second and fourth** months of employment. Existing unit members selected or promoted into a new classification or members rehired from the reemployment list into a new classification shall be subject to a probationary period of six (6) months. Existing members who are promoted or moved into a new classification, and/or members rehired from the reemployment list into new classifications shall be evaluated at the end of the third and fifth months of employment in the new position.

Upon the same effective date of a change in law, if probationary periods are reduced by an act of the legislature, the parties agree to meet and negotiate in order to align the probationary period with the new law and to negotiate the corresponding effects on the evaluation schedule.

- 17.3.1 Existing unit members returning back to their prior classification after an unsuccessful ~~6-month~~ probationary period shall be placed **in their former position** at the same salary range at which they left.
- 17.3.2 Unit members who are placed on the re-employment list retain the following rights: If the person is reemployed in a new position and fails to complete the probationary period in the new position, they shall be returned to the reemployment list for the remainder of the 39-month or 63-month period. The remaining time period shall be calculated as the time remaining in the 39 month or 63 month period as of the date of reemployment.
- 17.4 The evaluator shall be the unit member's immediate supervisor.

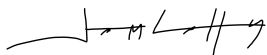
- 17.5 The unit member shall complete the self-evaluation prior to meeting with the supervisor.
- 17.6 The evaluator shall meet with the unit member to discuss the unit member's written evaluation. Said meeting shall include only the evaluator and the unit member. The unit member must sign the evaluation signifying only that the unit member has read the document. The unit member shall be provided the opportunity of attaching a written response within ten (10) working days which shall become part of the permanent record. The unit member may request and receive an opportunity to meet with the unit member's supervisor and the appropriate Administrator to discuss any components of the evaluation.
- 17.7 Evaluation shall include specific recommendations for improvement including objectives and timelines.
- 17.8 Only the evaluation procedure, not the contents of the evaluation shall be subject to the grievance procedure.
- 17.9 Unit members on an extended leave shall have their evaluation date correspondingly extended to reflect the leave. For probationary employees, the extension will be the amount of time the employee is on leave, but no more than three (3) months. For permanent employees, the new evaluation date will be based on the amount of calendar days in which the permanent employee was on leave.

This agreement is subject to the approval process of both parties.

For CSEA


Keith Prouty II (Dec 13, 2021 18:38 PST)

Keith Prouty II,
407 Chapter President



Jim Lilly, Negotiator

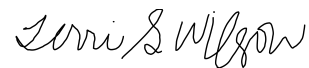


Michael Harlow, Negotiator

For the District


Mark J. Zacovic (Dec 15, 2021 11:18 PST)

Dr. Mark Zacovic
Interim Vice President, Human Resources



Terri Wilson, Interim Director, Human Resources

Dec 15, 2021

Date

For CSEA



Michael Gayle, Negotiator



[E.Caskie \(Dec 13, 2021 18:01 PST\)](#)

Beth Caskie, LRR, CSEA

For the District