

1 **ARTICLE 7 - SALARY CLASSIFICATION**

2 **7.1** Every bargaining unit position shall be placed on a class, which is determined by  
3 the duties outlined in the job description. Each class is assigned a salary range. The  
4 District shall notify the Association of any new salary classifications. If the Association  
5 does not agree with the proposed salary range, it must request to meet and consult on the  
6 salary recommendation within ten (10) days of receipt of the District notice. If there is no  
7 written response, the District may proceed. If the parties cannot agree, thereupon, either  
8 party or both parties may petition PERB for a declaration of impasse. The assignment of  
9 salary range to a class shall be known as a "salary classification". A new unit member  
10 shall start at step one (1) of the Salary Schedule, unless prior experience or education  
11 directly related to his/her job assignment is of sufficient value to warrant assignment to a  
12 higher increment step of the Schedule as determined by the Assistant Superintendent,  
13 Human Resources.

14 **7.2** **Salary Reassignment** - Reassignment to a different classified position as a result  
15 of one of the following factors may result in placement at a higher or lower salary range.

16 **7.2.1** - **Unit member initiated placement in a position at a higher salary classification**  
17 - The unit member will be placed at the step on the new range, which provides at  
18 least two percent (2%) above his/her previous salary placement.

19 **7.2.2** - **Unit member initiated placement in a position at a lower salary classification**  
20 - The unit member will be placed at the step on the new range, which is closest in  
21 dollar amount to his/her previous salary placement.

22 **7.2.3** - **Placement of unit member to a lower salary classification** - The unit  
23 member shall continue at his/her former salary rate for a period of one (1) year. At  
24 the end of one (1) year, the unit member will be placed at the step on the new  
25 range, which is closest in dollar amount to his/her previous salary. The unit member  
26 will move to the next higher salary increment, if any, at the end of the current fiscal  
27 year.

28 **7.3** **Re-Classification**

29 **7.3.1** - Whereas a result of the gradual increase of duties being performed by a  
30 unit member, and where the duties will be extended on a continuing basis, the  
31 incumbent shall be entitled to have the position considered for an upgrade to a  
32 higher classification. The appropriate request form shall be completed by the unit  
33 member and submitted to the Human Resources Division Office. All requests shall  
34 annually be submitted by the second Monday in January, at which time, the

1           Reclassification Committee will convene within twenty (20) workdays in an effort to  
2 reach concurrence on all submitted reclassification requests.

3           **7.3.2** – All reclassification requests shall be reviewed by a Reclassification  
4 Committee composed of three (3) CSEA appointees and three (3) District  
5 appointees. The Committee shall review each request and make its  
6 recommendations to the Board of Education for its approval or disapproval. The  
7 decision of the Board will be final, and not subject to the grievance procedure  
8 contained in Article 4 of this Agreement. Employees will be notified when the  
9 Committee makes a recommendation to the Board, and the Board’s decision will  
10 be communicated within thirty (30) workdays.

11           **7.3.3** - When a unit member occupies a position which is reclassified to a higher  
12 range because of the comparability study or revision of duties, that person will be  
13 reassigned to the reclassified range at the same increment (step) occupied prior to  
14 the reclassification; such change to be effective July 1 following the position  
15 reclassification.

16           **7.3.4** - Any upward salary adjustments resulting from a reclassification study shall  
17 be limited to three (3) ranges or seven and one-half percent (7.5%), unless  
18 mutually agreed upon by the District and CSEA that a unit member needs  
19 special consideration.

20           **7.3.5** A unit member cannot submit a reclassification request the following year  
21 that their classification was reviewed and up graded to a higher job  
22 classification.

23           **7.4 Annual Experience Increment Advancement** - Advancement in step status  
24 occurs annually when the unit member's work has been classified as satisfactory.  
25 All annual step raises (increments) and longevity anniversary increments will be on  
26 July 1. Unit members hired on or after March 1 will not move to the next step until  
27 the July 1 following one (1) full year of service in that classification. Any unit member  
28 who is not in a paid status for a minimum of .75 of the unit member's contract year  
29 will not advance in step increment or longevity for such contract year, and further  
30 provide that such unit member otherwise had the opportunity to work at least .75 of  
31 that contract year.

32           **7.5 Review of Job Classifications:**  
33 Job classifications shall be reviewed on a rotational basis to ensure job  
34 classifications, titles, and salaries are current. Benchmark districts will be Fontana,

1 Rialto, San Bernardino City and Redlands. Job classifications shall be reviewed  
2 every six (6) years as follows:

3 7.5.1 Information Technology, Library/Media

4 7.5.2 Clerical/Secretarial, Safety/Security

5 7.5.3 Instructional Support, Student Services

6 7.5.4 Fiscal Services, Printing, Nutrition Services

7 7.5.5 Transportation, Warehouse

8 7.5.6 Custodial, Grounds, Maintenance

9 Any changes shall be effective July 1<sup>st</sup> of the following year. When a unit member occupies  
10 a position, which is reallocated to a higher range as a result of a job classification review,  
11 that person shall be reassigned to the reallocated range at the same increment (step)  
12 occupied prior to the reallocation where the reallocation is from one (1) to three (3) ranges.  
13 If the reallocation is more than three (3) ranges, the unit member will be placed at the next  
14 increment (step) that is at a higher salary rate than their current salary placement.

15 **7.6** **Number of Pay Periods Per Year** – A unit member working a minimum of 10 days  
16 in the month of July will receive full pay (semi-monthly) for that month. A unit member  
17 working a minimum of 10 days in the month of August will receive full pay (semi-monthly  
18 for that month. Months of September through June will be paid in 20 equal payments. Pay  
19 is received in 18, 20, 22, or 24 equal payments depending on work year.

20 When a unit member terminates, the final warrant will be adjusted to the actual  
21 number of days worked, plus earned vacation and holidays accrued in accordance with  
22 Article 13, Section 13.13, at the time of the termination.

23 **7.6.1** - Less than 24-payment employees may choose deferred net pay options,  
24 when available through County Payroll.

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