

**585 COMPENSATION FOR EMPLOYEES IN LIMITED-TERM ASSIGNMENTS**

**Education Code Sections**

**88080.** (a) The commission shall prescribe and, amend, and interpret subject to this article, such rules as may be necessary to insure the efficiency of the service and the selection and retention of employees upon a basis of merit and fitness. The rules shall not apply to bargaining unit members if the subject matter is within the scope of representation, as defined in Section 3543.2 of the Government Code, and is included in a negotiated agreement between the governing board and that unit. The rules shall be binding upon the governing board, but shall not restrict the authority of the governing board provided pursuant to other sections of this code.

(b) No rule or amendment which would affect classified employees who are represented by a certified or recognized exclusive bargaining representative shall be adopted by the commission until the exclusive bargaining representative and the community college employer of the classified employees who would be affected have been given reasonable notice of the proposal.

**88081.** (a) The rules shall provide for the procedures to be followed by the governing board as they pertain to the classified service regarding applications, examinations, eligibility, appointments, promotions, demotions, transfers, dismissals, resignations, layoffs, reemployment, vacations, leaves of absence, compensation within classification, job analyses and specifications, performance evaluations, public advertisement of examinations, rejection of unfit applicants without competition, and any other matters necessary to carry out the provisions and purposes of this article.

(b) With respect to those matters set forth in subdivision (a) which are a subject of negotiation under the provisions of Section 3543.2 of the Government Code, such rules as apply to each bargaining unit shall be in accordance with the negotiated agreement, if any, between the exclusive representative for that unit and the public school employer.

**88185.** An employee receiving differential compensation on the basis of his or her shift shall not lose that compensation if the employee is temporarily, for 20 working days or less, assigned to a shift not entitled to that compensation. The regular rate of pay for all purposes of an employee assigned to a shift which provides differential compensation shall be the differential rate.

- A. Employees without regular status shall be compensated at the minimum step for the class except as provided in Rule 583, **RATING-IN OF CLASSIFIED EMPLOYEES**.
- B. A regular employee who is on leave from the class to which they are regularly assigned in order to serve in a limited-term assignment in another class, or an employee who has taken voluntary reduction in status and is subject to the provisions of Rule 710, **VOLUNTARY REDUCTION TO SUBSTITUTE OR RELIEF STATUS**, shall be compensated as follows:
  - 1. If the limited-term assignment is in a lower class, the employee shall be paid at the flat hourly rate of the class, if applicable, or at the step that is equal or next below the employee's step in the regular class.

LOS ANGELES COMMUNITY COLLEGE DISTRICT  
PERSONNEL COMMISSION

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LAW AND RULES

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2. If the limited-term assignment is in a class on the same salary schedule, there shall be no change in the employee's step placement.
3. If the limited-term assignment is in a higher class:
  - a. There shall be no increase in pay unless the employee works for more than five working days in a 15-calendar-day period.
  - b. When paragraph 3.a., above, is not applicable, the employee shall be paid as follows:
    - (1) The flat hourly rate of the higher class, if applicable, or the step of the higher class which would apply upon promotion (Rule 582, ALLOCATION TO APPROPRIATE SALARY STEP, paragraph C.). No salary advantage shall accrue by reason of this paragraph to an employee who has been demoted to or re-employed in a lower class without reduction in salary unless the class of the limited-term assignment is higher than the class from which they resigned, were demoted, or were laid off, or
    - (2) If the limited-term assignment is in a higher class for which an employee would qualify for reemployment under Rule 740, LAYOFF AND REEMPLOYMENT, or return to former class under Rule 745, VOLUNTARY DEMOTION OR REDUCTION IN STATUS OR ASSIGNED TIME, the employee shall, in accordance with the provisions of subparagraph 3.b., above, be paid the higher of the two following rates:
      - (a) The rate of the higher class which the employee would receive if they were reemployed or returned to former class, or
      - (b) The rate of the higher class which would apply upon promotion (Rule 582, ALLOCATION TO APPROPRIATE SALARY STEP, paragraph C.), or
    - (3) For 20 working days or less the employee shall receive their current regular rate of pay if such rate includes shift differential compensation and is higher than the rate which would be received in accordance with subparagraph 3.b.
- C. When a regular employee, who is not-assigned to a 12-month assignment basis, is given a substitute, relief, or provisional assignment in a higher class during the summer, they shall be paid in accordance with the provisions of paragraph B. except that the five days' service requirement shall not be applied.