

LOS ANGELES COMMUNITY COLLEGE DISTRICT
PERSONNEL COMMISSION

710 VOLUNTARY REDUCTION TO SUBSTITUTE OR RELIEF STATUS

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.

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LAW AND RULES

August 28, 2019

- A. Notwithstanding provisions contained in any other rule relative to the rights and privileges of employees with substitute or relief status only, any permanent employee who takes a voluntary reduction to substitute or relief status shall retain the following rights and privileges earned as a permanent employee:
1. Salary status as defined in Rule 582, ALLOCATION TO APPROPRIATE SALARY STEP, and Rule 585, COMPENSATION FOR EMPLOYEES IN LIMITED-TERM ASSIGNMENTS,
 2. Step status in the event of future reallocation in the class to which assigned,
 3. Eligibility for promotional examinations, and
 4. The right to appeal disciplinary actions, as defined in Rule 735, CAUSES AND PROCEDURES FOR SUSPENSION, DEMOTION, AND DISMISSAL.
- B. Service in a substitute or relief position following voluntary reduction in status shall not qualify for step advancement, vacation, or any leave of absence privilege, including illness leave.
- C. In the event of a return to regular status within 39 months, the period of time in substitute or relief status shall not be considered a break in regular status and the employee shall have all the rights, benefits, and burdens of a permanent employee restored as if they were reinstated. Time served in substitute or relief status shall not be included for the purpose of determining length of service in regular status.
- D. Vacation balance shall be paid in a lump sum in accordance with the provisions of Rule 812, VACATIONS to any permanent employee who takes a voluntary reduction to substitute or relief status.