

ARTICLE 9 - EMPLOYMENT STATUS CCE Proposal #2

The College Council of Classified Employees CFT/AFT Local #4522 (CCE)
Proposal to the
Palomar Community College District (District)
for
2023-2024 Successor Negotiations

July 13, 2023

ARTICLE 9 - EMPLOYMENT STATUS**9.1 Probationary Period**

Effective July 1, 2023, A newly hired employee will serve in probationary status for ~~one (1) year~~ **six (6) months** from the date of appointment by the Board. The ~~one year~~ **six (6) months** probationary period shall consist of ~~twelve (12)~~ **six (6)** calendar months of paid active service with the District. Time spent on leave of absence without pay shall not apply toward completion of the probationary period. **New employees who were hired between January 1, 2023 and June 30, 2023 shall have a probationary period that ends on December 31, 2023.**

Probationary employees **who successfully complete their probationary period** shall be evaluated two times within that probationary period.

The District may release a probationary employee at any time during the probationary period. In this event, the employee will be given written notice and, at the employee's request, the employee may meet with the Vice President of Human Resource Services or designee, at which meeting the employee may have a CCE/AFT representative present. The District will notify CCE/AFT of employment termination.

An employee who has not completed his/her probationary period and who voluntarily leaves the service of the District, and who is subsequently reemployed as a Classified employee may be required to successfully serve a new probationary period of ~~one (1) year~~ **six (6) months** of active service beginning on the date of the reemployment in such position.

Full-time peace officers or public safety dispatchers who are certified by the Commission on Peace Officer Standards and Trainings will serve in a probationary status for one (1) year from the date of appointment by the Board to that full-time position, as required by law.

9.2 Permanent Employee

A Classified employee who successfully serves and completes the initial probationary period shall be designated as a permanent Classified employee of the District.










CCE Article 9 Employment Status TA

Final Audit Report

2023-07-14

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