

RECLASSIFICATION, REORGANIZATION, REASSESSMENT

RECLASSIFICATION

Article 12-CFCE Contract

Ed. Code Section 88001(f)

“The upgrading of a position to a higher classification as a result of the gradual increase of the duties being performed by the incumbent in that position.”

- Process is designed to address a 20% or more permanent change in the position
- Employees can apply the first working day in August through the close of the last week in October.

REORGANIZATIONAL REASSIGNMENT

Article 11 – CFCE Contract

“A management-directed reassignment due to the reorganization of staff members

1. To manage increased demands or alter responsibilities after a position has been vacated or
2. To address department or institutional needs.”

A Classified employee may be reassigned to another position at a higher, lower, or equal classification as a result of reorganization.

- Employees reassigned to a position at a lower range, as a result of reorganization shall be Y-rated and will have recall rights for 39 months to a vacant position in their former reclassification.
- Classified employees displaced as a result of a reorganization retain permanence in their former classification and will be placed, by the District, in their former or an eligible classification if a vacancy exists.

REASSESSMENT – CLASS AND COMP PLACEMENT

Employees may have the final recommendation for their position title and/or placement reconsidered if ALL the following conditions exist:

- You submitted a Job Description Worksheet for consideration at the beginning of the study process
- New information exists that was not previously submitted or taken into account when you originally completed the Job Description Worksheet

All requests for reconsideration that meet the criteria specified above will be reviewed and examined by JB Rewards and their decision will be final. Forms must be received no later than 5:00 pm on Friday, November 10, 2017