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**PROPOSAL FROM THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777**

**June 12, 2024**

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The collective bargaining proposal presented herein by the Pasadena Area Community College District to the California School Employees Association and its Pasadena Chapter 777 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 7**  
**PROBATION AND PERFORMANCE EVALUATION**

7.1 Probationary Employees

7.1.1 The first six (6) months of employment in any classification will be a probationary period, during which time the employee has an opportunity to demonstrate efficient job performance. During the probationary period, the probationary employee's status is at will. A new probationary employee ~~may~~ will be formally evaluated by the immediate supervisor(s) at any time after the first three (3) months of employment and again during the sixth (6) month of employment before the expiration of the probationary period.

If an employee is on an approved leave of absence during the probationary period, the probationary period will be extended by the same number of days that the employee is on an approved leave of absence.

~~The six-month probationary period may be extended upon the recommendation of the supervisor with the written approval of the Vice President of Facilities and Construction Services and the Vice President of Human Resources. An additional evaluation will be made during the eleventh (11) month for one-year probationary periods. An extension of the probationary period is not grievable. Denial of an extension of the probationary period must be approved no less than five working days prior to the expiration of the initial six-month probation period. The Union will be notified of any extension(s). A probationary employee shall become permanent after the probationary period, which shall not exceed one (1) year.~~

7.1.2 Temporary employment time shall not be credited toward employee probationary period unless the temporary employment exceeds 75% of a college year and the temporary person is hired without a break in service.

7.1.3 An employee who is serving a new probationary period due to transfer or promotion to another classification is subject to transfer or promotion or demotion during the probationary period at the sole discretion of the District without recourse to the grievance or disciplinary procedures of their Agreement.

52 7.2 Permanent Employees

53 The evaluation period will be July 1 through June 30 of each year. Permanent  
54 employees will be evaluated by August 1 following the evaluation period. ~~June 30~~ each  
55 year, on a form developed by the D District (Appendix "D" and "D-1"). The results of the  
56 evaluation are not subject to the grievance procedure. Non-annual evaluations may  
57 occur for permanent employees. Evaluations will be reviewed and discussed with each  
58 employee. Employees are encouraged to comment in the space provided, or to attach  
59 an addendum. Nothing herein shall be deemed to make the contents of any evaluation  
60 subject to the provisions of the Grievance Article of this Agreement. Information  
61 contained in the employee's formal evaluation instrument shall not be the sole source of  
62 negative information used to discipline unit members.

63  
64 The original evaluation is forwarded to Human Resources to be maintained in the  
65 employee's personnel file and a copy shall be provided to the employee. The employee  
66 shall have the right to review and respond to any negative evaluation. The employee  
67 shall have ten (10) working days to submit a written response to the evaluation, to  
68 his/her immediate Supervisor or Human Resources. No additional comments may be  
69 added to the evaluation after the 10th work day.

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71 Signed and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

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73 FOR THE DISTRICT

FOR THE ASSOCIATION

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