ARTICLE 1

AGREEMENT AND RECOGNITION

This agreement is between the Rancho Santiago Community College District (hereinafter referred to as "District") and the California School Employees' Association and its Chapter Number 579 (hereinafter referred to as "CSEA"). Reference to "the parties" shall include both the District and CSEA.

The District hereby recognizes CSEA as the sole and exclusive representative of all classified unit employees enumerated in Exhibit D, attached hereto and incorporated herein by reference as part of the agreement.

When new classifications are created, both parties shall endeavor to reach an agreement to determine if they are to be included in the bargaining unit. CSEA and the chapter president shall be given thirty (30) days written notification of the recommendation of the creation of a new classification before Board approval. If the District does not receive a response within that thirty (30) day period, CSEA waives any right to object to the designation proposed by the District. Disputed cases shall be submitted to the Public Employees Relations Board (hereinafter referred to as PERB) in accordance with that agency's rules and negotiations.

For the purposes of interpreting this contract when referring to classified employees, RS CCD and CSEA have agreed to define those classified employees as listed below:

1. Classified Unit Employee – all employees whose employment is defined by the CSEA Contract (generic term unit-employee or employee).

2. Permanent Employee - one who has been employed more than 12 months.

3. Probationary Employee - one who has been employed less than 12 months.

4. Salaried Full-time Employee - one who works 40 hours per week. Receives benefits as defined in the CSEA Contract.

5. Salaried Part-time Employees – Salaried employees who works more than 20 hours but less than 40 hours per week. Receives pro-rated benefits as described in the CSEA Contract.

6. Percent of Contract Employee – one who works less than 20 hours per week for a fixed number of hours per week. Receives pro-rata benefits as described in the CSEA Contract with the exception of Health and Welfare.
7. Hourly Employees – one whose classification is defined as up to 19 hours per week, may or may not include flexible schedules. (i.e. flexible start times, days of week, etc). Receives pro rata benefits as described in the CSEA Contract, with the exception of Health and Welfare, based upon hours worked each month.

The following are outside of the contract but referred to as defined by Ed. Code:

Substitute and short-term employees employed and paid for less than 75% of a school year, apprentices, and professional experts employed on a temporary basis for a specific project, regardless of length of employment; full-time students employed part-time; all as defined in Education Code section 88003.

A substitute employee means any person employed to replace any unit employee who is temporarily absent from duty or who is filling a permanent position which the district is engaged in a procedure to fill.

Substitute employees may work not more than 90 calendar days in a substitute assignment while the District is engaged in a procedure to fill the vacant permanent position.