

Additional Employment Opportunities for Otherwise Contracted Classified Bargaining Unit Members

Original Version 5/9/2019

Updated effective 7/1/2019 in accordance with negotiation agreement for 2019-2020 (Section 7.8).

Updated 11/8/2019 (Substitute Hours Pay; Non-District Sponsored Events - Section 6.15)

Updated 5/13/2021 (Substitute Hours Pay - Section 6.18; Short-Term Employment)

- **Extra Time & Overtime** (6.7, 6.9, 6.14)
 - Working outside the employee's regular assigned work hours
 - Working within the employee's classification(s)
 - If extra time, paid at straight time rate
 - If overtime, paid at time-and-a-half rate
- **Non-District Sponsored Events** (6.15)
 - Working outside the employee's regular assigned work hours
 - Paid in the range of the classification worked (see Section 6.15 for details)
 - Extra time and/or overtime may apply
- **Differential Pay**
 - Working during the employee's regular assigned work hours
 - Working in a classification that the employee holds, but during a time when the employee is scheduled to be working in a lower classification
 - Paid the difference in wage between the lower classification scheduled during that time and the higher classification worked during that time
- **Working Out of Classification** (7.8)
 - Working during the employee's regular assigned work hours
 - Working in a classification other than the employee's classification(s)
 - Paid the difference in wage between the lower classification scheduled during that time and the higher classification worked during that time, at the bargaining unit member's step
- **Substitute Hours** (6.18)
 - Working outside the employee's regular assigned work hours
 - Working in a classification other than the employee's classification(s)
 - Unrepresented, non-classified employment
 - Paid at the correct rate of pay for the classification in which the substitute hours are available, at the step which is closest in hourly wage to the employee's current rate of pay in the most similar position that the employee currently holds
 - Overtime may apply, at the district's discretion
 - The district cannot be compelled to provide substitute hours to a bargaining unit member if those substitute hours would generate overtime for the bargaining unit member
- **Short-Term Employment** (EC 45103)
 - Working outside the employee's regular assigned and contracted work hours
 - Unrepresented, non-classified position established by Board resolution
 - Paid at the correct rate of pay for the classification in which the short-term employment is assigned, at the step which is closest in hourly wage to the employee's current rate of pay in the most similar position that the employee currently holds