717 CHANGE OF SERVICE ASSIGNMENT

Education Code Sections

87061. Employee of School District; Retention of Rights and Benefits Upon Change from Certificated to a Classified Position. If an employee of a community college district, including a district having the merit system as outlined in Article 3 (commencing with 88060) of Chapter 4, employed in an academic position is assigned to a position in the classified service of the same district, the employee shall retain all sickness and injury, sabbatical leave, and other rights and benefits. All seniority and tenure rights accumulated by the employee at the time of assignment to the position in the classified service shall be secured to the employee during the period of time he or she occupies a position in the classified service. The employee’s return to academic service at any time shall be treated as if there had not been an interruption in his or her academic service.

88090. Rights of Employees Serving in a Classified Position by Virtue of Change of Law. Any employee serving in an academic position whose position is by virtue of change of law deemed to be in the classified service shall without examination become a member of the classified service in accordance with the terms of Sections 88080 and 88089. Full seniority rights shall be retained, except that no seniority credit shall be allowed by virtue of previous academic service in case of layoff for lack of funds or lack of work.

Any employee serving in a classified position whose position is by virtue of change of law deemed to be an academic position shall without examination become an academic employee and shall be deemed to have the necessary qualifications for the position. Full seniority rights will be retained, except that no seniority credit will be allowed by virtue of previous classified service in case of layoff for lack of funds or lack of work. Any such person who has been continuously employed in a regular position in the classified service for the length of time necessary to acquire permanency as a faculty member shall, if employed as a faculty member, be deemed to be tenured. Any such person serving in a regular position in the classified service for an amount of time less than that necessary to acquire faculty tenure shall be a probationary employee of the district; such regular classified service shall be considered as probationary service toward the attainment of tenure as a faculty member.
A. The provisions of this rule apply to a change of an academic employee to a regular, full-time classified position in the District.

B. Any employee who changes from a classified position to an academic position may reenter the classified service without examination in any class in which the employee has held probationary or permanent status, or any lower class in a given line of promotion, upon approval of the receiving division head. No appointment under this rule shall operate to defeat the reemployment rights of persons laid off for lack of work or lack of funds.

C. Any person who hereafter enters the classified service as described in Paragraphs A. or B. above shall carry over all unused vacation credit earned as an academic employee; said vacation balances shall be assumed by the division to which assigned.

D. Any person who hereafter enters the classified service as described in Paragraphs A. or B. above shall retain any unused illness or injury leave benefits previously accrued. Such an employee is not subject to the restriction on paid illness leave that applies to employees serving in an initial probationary period.

E. Prior service as an academic employee shall be computed in determining eligibility for salary-step advancement, vacation, and leave privileges in accordance with pertinent rules for the classified service.

F. A change from the classified service to the academic service is governed by Board Rules 10413 through 10413.13.