

LOS ANGELES COMMUNITY COLLEGE DISTRICT
PERSONNEL COMMISSION

585

LAW AND RULES

June 21, 1984

585 COMPENSATION FOR EMPLOYEES IN LIMITED-TERM ASSIGNMENTS

- A. Employees without regular status shall be compensated at the minimum step for the class.
- B. A regular employee who is on leave from the class to which he/she is regularly assigned in order to serve a limited-term assignment in another class, or an employee who has taken voluntary reduction in status and is subject to the provisions of Rule 710, VOLUNTARY REDUCTION TO SUBSTITUTE OR RELIEF STATUS, shall be compensated as follows:
1. If the limited-term assignment is in an equivalent or a lower class, the employee shall receive the rate of his/her current step on the schedule, but in no event shall he/she receive more than the maximum step for the class in which the limited-term assignment is made, unless a differential is applicable in the limited-term assignment.
 2. If the limited-term is in a higher class:
 - a. For a number of hours during the pay period which corresponds to less than five days the employee shall receive his/her current regular rate.
 - b. For a number of hours during the pay period which corresponds to five days or more, or for five consecutive days or more, the employee shall receive for the number of hours in paid status in the higher class:
 - (1) The rate of higher class which is next above the rate of his/her current step on the schedule or the minimum of the class, whichever is greater, if both the class in which the limited-term assignment is made and the employee's regular class are on schedules. No salary advantage shall accrue by reason of this paragraph to an employee who has been demoted to or re-employed in a lower class without reduction in salary unless the class of the limited-term assignment is higher than the class from which he/she resigned, was demoted, or was laid off, or
 - (2) The hourly rate of the class in which the limited-term assignment is made, if it is on a flat hourly rate, or

CHANGES:

No substantive change in text.

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- (3) If the limited-term service is in a higher class for which an employee would qualify for reemployment under Rule 740, LAYOFF OR REEMPLOYMENT, or return to former class under Rule 745, VOLUNTARY DEMOTION OR REDUCTION IN STATUS OR ASSIGNED TIME, the employee shall, in accordance with subparagraph 2 above, be paid the higher of the two following rates.
- (a) The rate of the higher class which he/she would receive if he/she were employed or returned to former class, or
 - (b) The rate of higher class which is next above his/her regular rate, or
 - (c) For 20 working days of less the employee shall receive his/her current regular rate if such rate includes differential compensation on the basis of his/her shift and is higher than the rate which would be received in accordance with subparagraph 2.b. (1) through (4), or
- (4) The rate of the salary schedule of the class in which the limited-term assignment is made that is greater than the pay period equivalent of the employee's hourly rate, if the former class is on a schedule and the employee's regular class is on a flat hourly rate.
- C. Regular employees (whose regular assignments are on other than 12-month assignments basis code) who are given substitute, relief, or provisional assignments during the summer shall be paid in accordance with the provisions of Paragraph B except that the five days' service requirement shall not be applied.

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