

LOS ANGELES COMMUNITY COLLEGE DISTRICT  
PERSONNEL COMMISSION

588

LAW AND RULES

November 1, 2007

588 SALARY DIFFERENTIAL FOR EMPLOYEES USING BILINGUAL SKILLS

Education Code Section 88182

**88182. Differential Compensation for Certain Duties.** The governing board of any community college district may provide differential compensation to those classified employees who perform duties of a distasteful, dangerous, or unique nature when, in the opinion of the board, such compensation is reasonably justified.

In a merit system district, such differentials shall be based upon findings and recommendations of the personnel commission and shall not be applied in a manner contrary to the principle of like pay for like service.

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- A. Under conditions and procedures prescribed in this rule, full-time classified employees shall be paid one differential of \$50.00 per calendar month, if they are frequently called upon to exercise their ability to perform one or more of the following: speaking, interpreting, or writing a foreign language.

The District may adjust the amount of the salary differential upwards from year-to-year provided that such upward adjustment is applied uniformly to all eligible classified employees.

- B. To qualify for one of these differentials:
1. The employing college or division shall prepare a Request to Designate a Classified Position as Bilingual (LACCD Form C1076).
  2. The employing college or division shall obtain a Certification of Bilingual Skills (LACCD Form C850) for the employee to be paid a salary differential for using bilingual skills.
  3. The employing college or division shall forward copies of Forms C1076 and C850 to the Personnel Commission for final approval of all positions and employees to be paid a bilingual skills differential.

The differential shall become effective on the first day of the pay period following the completion of these procedures. If the employee has qualified in advance, he/she may be paid the differential from the date of assignment.

**CHANGES:**

Paragraph A was amended to reflect the prevailing rate and that one differential of \$50.00 be paid to employees in bilingual positions if he/she either speaks, reads and writes or converses in a foreign language.

Remove: August 23, 2007, Page 1 of 2

Add: November 1, 2007, Page 1 of 2

SALARY DIFFERENTIAL FOR EMPLOYEES USING BILINGUAL SKILLS

588

Page 1 of 2

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- C. The differential authorized under this rule shall not be considered a part of salary for the purpose of salary allocation upon promotion, demotion, transfer, multiple assignments or other assignment action.
- D. The differential authorized under this rule is not available to those employees whose use of foreign language skills as a part of the regularly assigned duties of their position has been recognized in the salary allocation of their class.
- E. The differential authorized under this rule is available to part-time classified employees but will be prorated according to a ratio of the number of hours in their assignment in a certified bilingual position and the number of hours in a full-time assignment of 173.33 hours per pay period.
- F. Upon notification by the division head, college president or by order of the Personnel Commission that an authorized differential no longer meets relevant laws, rules, procedures, and policies, an authorized differential shall be withdrawn effective the first day of the next monthly pay period if the position is occupied or immediately if the position is vacant.

**CHANGES:**

Paragraph E was amended to reflect changes in the District payroll terminology due to the implementation of SAP.

Remove: August 23, 2007, Page 2 of 2

Add: November 1, 2007, Page 2 of 2

SALARY DIFFERENTIAL FOR EMPLOYEES USING BILINGUAL SKILLS

588

Page 2 of 2