

**MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1021
AND LOS RIOS COMMUNITY COLLEGE DISTRICT**

Changes to Probationary Periods

Due to recent changes to requirements in the California Education Code, the parties agree to adjust probationary periods for most classified positions from twelve to six months. Accordingly, Article 6 of the SEIU collective bargaining agreement shall be amended as follows, effective July 1, 2025. Additions are shown in **bold/underline** and deletions are shown in ~~strikethrough~~. All unedited sections shall remain status quo.

Article 6: Personnel Policies

6.1 Performance Evaluation

6.1.1 The evaluation of Los Rios Community College District employees has as a related primary goal the ongoing improvement of services in support of the District's mission as a deliverer of educational programs to the public. In addition, the performance evaluation is intended to provide the employee with reasonable notification relating to her/his quality and quantity of job-related performance.

6.1.1.1 Under normal circumstances, permanent employees shall have a performance evaluation on an annual (every twelve months) basis ~~typically on the anniversary of the employment start date.~~ **After the probationary period ends, employees shall receive an annual Report of Performance.** Employees receiving an overall rating of "competent" or "commendable" on their **annual** Report of Performance ~~for the first two (2) years of employment,~~ will be evaluated **every two years** biennial thereafter.

6.1.1.2 ~~Under normal circumstances,~~ **With the exception of peace officers (e.g., police officer, police detective, etc.),** probationary employees shall be evaluated at the end of the **second and** fourth, ~~the eighth and the eleventh~~ months of employment. The final performance evaluation under probationary status will carry a recommendation regarding **permanent** ~~subsequent~~ status for the employee. Police officers shall serve a probationary period of not less than one year of paid service from their date of appointment to that full-time position, and shall be evaluated the fourth, eighth and eleventh months. The final performance evaluation will carry a recommendation regarding permanent status **for the employee.** (Education Code 88013.)

6.1.1.3 Performance evaluations may be made more frequently if deemed advisable by the administrative officer.

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6.3 Probationary Period

Each employee appointed to a regular position shall become permanent in this position only after having served a successful probationary period of ~~six~~~~twelve~~ ~~(6-12)~~ months **or 130 days of paid service, whichever is longer. Full-time peace officers shall serve in a probationary status for a period not less than one year from their date of appointment to that full-time position.** At designated times during the probationary period **as described in section 6.1.1.2**, the performance of the employee shall be reviewed by those having the responsibility for recommending permanent status. If during the probationary period, the employee's absences for whatever reason exceed twenty (20) consecutive days, the probationary period shall be extended on a day-to-day basis until an opportunity to observe the employee has been provided for ~~the~~ **their** full ~~period~~~~year~~.

6.3.1 A unit member in a probationary status has no District appeal rights regarding disciplinary proceedings.

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6.5 Promotions

6.5.1 Definitions

6.5.1.1 *Promotion* - A reassignment from a position in one class to an open position in another class having a higher salary range.

6.5.1.2 *Conditional Status* - The employment status accorded a permanent employee who is reassigned to a new position through promotion and who is required to serve a conditional period of six (6) months, **or one (1) year for a peace officer.** A unit member who has completed **their probationary period** ~~one (1) full year with the District including extensions provided under Section 6.3~~ and is subsequently serving a conditional period retains all employment rights granted to permanent employees.

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6.6 Demotion

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6.6.4 Employment Status

6.6.4.1 An administrative demotion will not require the service of a conditional or new probationary period.

6.6.4.2 A voluntary demotion will not require the service of a conditional (probationary) period provided the employee has received an overall rating of "competent" or above on his/her last evaluation. An employee who has not completed ~~their~~ ~~one-year~~ probationary period with the District will serve the remainder of his/her initial probationary period in

the newly assigned position.

6.6.4.3 Any employee who relinquishes permanency through voluntary demotion becomes subject to termination on the same basis as other probationary employees, if she/he has not completed ~~their~~ their one-year probationary period with the District.

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SEIU

Christopher Elliott

Christopher Elliott (Aug 11, 2025 13:16:10 PDT)

Chris Elliott, President

LRCCD

Mario Rodriguez

Mario Rodriguez, Executive Vice Chancellor

Mo Kashmiri

Mohammad Kashmiri (Oct 15, 2025 17:07:03 PDT)

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Carrie Bray

Carrie Bray, Vice Chancellor, Human Resources

MOU - SEIU Probationary Periods 2025.07.25

Final Audit Report

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