

1 **Article 20**  
2 **CSEA Proposal**  
3 09/22/2023  
4

5 **ARTICLE 20 - SHIFT DIFFERENTIAL**

6 20.1 Swing, Day and Sundown

7 If a position requires that 50% or more of any employee's weekly assigned time must be worked  
8 after 4:00 p.m., the employee is entitled to the Swing shift differential. If a position requires that  
9 50% or more of any employee's weekly assigned time must be worked after 9:00 p.m., the  
10 employee is entitled to the Sundown shift differential. This differential is included in the  
11 employee's gross monthly rate. If an employee is temporarily assigned to a second or third shift,  
12 such assignment shall be compensated from the first day. An employee regularly assigned to the  
13 swing or sundown shift shall receive a shift differential above his/her base rate of pay for each  
14 day worked on such shift, resulting in one of the following:

15 Swing shift = ~~5%~~ 8% differential

16 Sundown/Graveyard shift = ~~8%~~ 12% differential

17 **20.2 Saturday Weekend Work**

18 An employee regularly assigned to work on Saturday or Sunday shall receive a shift differential of  
19 ~~2%~~ 4% above his/her rate of pay for all hours of each Saturday/Sunday worked.

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21 **20.3 Educational Pay Differential**  
22 **In order to encourage active participation on the part of the permanent classified employees of the**  
23 **District in upgrading their skills, knowledge, and abilities through continued education, and draw**  
24 **above qualified applicants to the hiring process, the District will provide an educational pay**  
25 **differential for verified completion of training that directly relates to the employee's job**  
26 **classification.**

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28 **Requirements**

29 **In order to be approved for an educational pay differential**

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31 **1. the employee must have a satisfactory evaluation;**

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33 **2. the certificate, or degree must be granted by an institution**  
34 **approved by a recognized accrediting agency; and**

35  
36 **3. the professional or governmental license/certification must**  
37 **be granted by an authorized licensing board of the State of California.**

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39 **Employees will receive one educational pay differential based**  
40 **on the completion of the most recent certificate, degree or**  
41 **license.**

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43 **No employee shall retain an awarded educational pay differential as specified upon a change of**  
44 **position to a non-related job classification.**

45  
46 **Upon receipt of a degree, certificate or license, the employee**  
47 **must submit a request accompanied by an official transcript or**  
48 **license to the District's Office of Human Resources for approval and verification.**

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50 **The Office of Human Resources shall approve or deny the request within 60 days of**  
51 **request. If approved, the educational pay differentials shall be effective within 30 days of the date**  
52 **of approval.**

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54 **Degrees, Certificates, Licenses**

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56 **Bachelor of Arts/Science Degree**

57 **Each permanent employee shall receive a 5% differential**  
58 **above his/her regular rate of pay on the salary schedule upon**  
59 **receipt of a Bachelor of Arts/Science degree.**

60  
61 **Associate of Arts/Science Degree**

62 **Each permanent employee shall receive a 4% differential**  
63 **above his/her regular rate of pay on the salary schedule upon**  
64 **receipt of an Associate of Arts/Science degree.**

65 **Including but not limited to: Horticulture**

66  
67 **Governmental License**

68 **Each permanent employee shall receive a 3% differential**  
69 **above his/her regular rate of pay on the salary schedule upon**

70 receipt of a governmental license. Including but not limited to:  
71 Back Flow License, Fire Extinguisher License.

72

73 **Professional License/Certifications**

74 Each permanent employee shall receive a 2% differential  
75 above his/her regular rate of pay on the salary schedule upon  
76 receipt of a professional license. Including but not limited to:  
77 Electrician C-10 License, Locksmith License

78

79 **Educational Certificate**

80 Each permanent employee shall receive a 2% differential  
81 above his/her regular rate of pay on the salary schedule upon  
82 receipt of a certificate of completion of a certificate program  
83 in a job-related field. The differential pay for an educational  
84 certificate shall terminate upon receipt of a degree with a major  
85 in the same field. Including but not limited to:  
86 HVAC-R, Maintenance Technician, Landscape Irrigation

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88 An employee may receive an educational pay differential for  
89 no more than one (1) Associate of Arts or Science degree, no more  
90 than one (1) Bachelor of Arts/Science degree.

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92 An employee may receive educational pay differentials for no  
93 more than a combination of any two (2) of the following:  
94 educational certificates, professional licenses/certifications,  
95 governmental license or degrees.

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