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Working for RCCD

Working for Riverside Community College District is an opportunity and a privilege. It is an opportunity to contribute in a variety of ways to ensure student success for those who are here for their personal development and education. We all contribute in some way, shape, or form to that District priority. We all have the privilege to contribute in an environment that values the qualities of inclusiveness, diversity, and hard work. Diversity and Human Resources is a department of primacy in the organization and strives to assure that its people have the tools, resources, and qualities to serve stakeholders at all levels.

We balance service and regulatory requirements with a goal to help RCCD provide a safe and discriminatory free work environment for all. We assure to the community that our environment is fair, open, legally compliant, and customer friendly.

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- [Minimum Job Qualifications for Faculty and Academic Administrators](#)
- [Certificated Employees/Faculty Resources](#)
- [Classified Employees/RCCD Employees Chapter 535](#)

Employee Agreements

- [Tentative Agreement between RCCD and RCCD Employees Chapter #535 \(2018-2021\)](#)
- [Agreement between RCCD and RCCD Employees Chapter #535 \(2015-2018\)](#)
- [Agreement between RCCD and RCCD Faculty Association CCA/CTA/NEA \(2015-2018\)](#)

Employee Handbooks

- [Classified Handbook](#)
- [Confidential Handbook](#)
- [Management Handbook](#)

Fringe Benefits

Information that follows is based on full-time employment. The salary and benefits of less than full-time assignment shall be prorated. Employees in positions less than 20 hours per week do not receive any fringe benefits.

Classified/Confidential Employees

SALARY – The salary schedule for classified and confidential employees consists of nine steps. A new employee is normally placed on Step 1 of the range that their classification is assigned. Changes in step placement take place on the first day of the first month following the anniversary date of attaining permanent status until the maximum salary grade is reached. (Longevity rules apply to steps LS1, LS2, LS3, and LS4).

HOLIDAYS – There are 13 paid holidays observed each year.

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HRER QuickLinks

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VACATION – Employees are granted 12 days of vacation through the first five years of service to the District; 15 days after completion of five continuous years of service to the District; 20 days after completion of ten continuous years of service to the District and 22 days after completion of 15 continuous years of service to the District.

SICK LEAVE – One day of sick leave for each month of service is granted. There is no limit to the number of sick leave days that may be accrued.

Management/Supervisory

SALARY – The management and supervisory salary schedule consists of five steps on the salary schedule. Changes in step placement take place every July 1st until the maximum salary grade is reached.

HOLIDAYS – There are 13 paid holidays observed each year.

VACATION – 22 days of vacation annually.

SICK LEAVE – One day of sick leave for each month of service is granted. There is no limit to the number of sick leave days that may be accrued.

Faculty

SALARY – Initial placement for salary is commensurate with academic preparation, full-time teaching or equivalent experience with a range from Column C, Step 1 to Column H, Step 6 of the current Faculty Salary Schedule.

SICK LEAVE – Paid accruable sick leave, 10 days annually. There is no limit to the number of sick leave days that may be accrued.

HOLIDAYS – Any date within the college calendar declared by the State to be mandatory legal holiday shall be observed as such.

DHR Board Policies and Administrative Procedures

Contact Us

Human Resources & Employee Relations

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Business Hours

Acad. Yr. M-Th 8 am-5 pm
F 8 am-4:30 pm
Summer Hours (Subject to Change)
M-TH 7:30 am-5:30 pm

