

SALARY SCHEDULE PLACEMENT FOR MANAGEMENT PERSONNEL AND CLASSIFIED BARGAINING UNIT EMPLOYEES

I. INITIAL SALARY PLACEMENT

A. Management Personnel

New hires will be placed on Step 1 of the appropriate salary schedule. The Chancellor or designee may approve a higher placement based on education and/or experience that exceeds the minimum qualifications as listed in the job announcement and is directly related to the position.

B. Classified Bargaining Unit Employees

Initial placement for newly appointed first-time classified bargaining unit employees will be at step one (1) of the appropriate salary range. Placement above step one will be according to Article 8.7.1.1. of the CSEA contract.

II. PROMOTION/CHANGE IN STATUS

If an employee is promoted from one District position to a higher level, the Chancellor or designee may place the employee on a step that results in a pay increase that appropriately compensates for the increase in responsibilities.

Employees promoted to a higher CSEA classified position shall be placed according to Article 8.7.1 of the CSEA contract.

III. DEMOTION

If an employee is demoted from one District position to a lower level, the Chancellor or designee may place the employee on a step that reflects the reduction in responsibility.