

## 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.