

Article IX.A.2.f. Promotions

A. Statement of Policy

Promotion shall mean reassignment to a job which is carried on a higher lane of the salary schedule than the lane from which the employee is currently paid.

All employees, including hourly and temporary employees, may apply for promotion to a higher position which is posted as a vacancy. Department employees who apply will be given first consideration. Other District employees who apply will receive consideration prior to outside applicants. Qualifications being equal, department seniority and then District seniority shall be the deciding factors. (Seniority shall mean length of continuous and current contract service.)

Use of the following procedure to determine the best qualified candidate is recommended:

1. A committee of at least three persons will conduct the interview and will have an equal say as to the selected candidate.
2. A candidate's job knowledge, work performance, attitude, and related factors will be determined during the interview. The most qualified candidate will be selected.
3. If two or more candidates are judged to be equally capable and qualified to hold the position for which they are being interviewed, department seniority and then District seniority shall be the deciding factor.

An employee who is promoted to a higher lane on the salary schedule will be placed on the step of that lane which comes closest to giving the employee an 8 percent salary increase for the promotion.

An employee who is promoted to a higher position shall be given a trial period of 180 calendar days. During this 180 day period, the promotion shall be nullified if either the District or the employee requests it, in which case the employee shall be returned to the former position or one comparable to it.