

16.4.2 Column Advancement

Following initial proper column placement, advancement to higher columns is determined as follows:

Academic Disciplines

- By earning higher degrees in an accredited institution
- By completion of college-level credit courses (including those offered as extension courses) from an accredited institution

The choice of college-level credit courses to be used for column advancement must be appropriate to the assignment at the District and shall be approved in advance by the District.

Occupational Disciplines

- By occupational or vocational experience (including part-time occupational or vocational experience) in a field of employment appropriate to the assignment at the District and approved in advance by the District.
- By earning higher degrees in an accredited institution
- By completion of college-level credit courses (including those offered as extension courses) from an accredited institution

The choice of college-level credit courses to be used for column advancement must be appropriate to the assignment at the District and shall be approved in advance by the District.

For non-contractual hourly employees on Schedule B and C, occupational experience shall apply to initial placement only.