

**CONGRESS/AFSCME NEGOTIATIONS
2007 – 2010 CONTRACTS**

AGREED UPON LANGUAGE

**ARTICLE XII
PROMOTION**

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Section 3. Eligibility

The normal expectation for promotion is after three (3) years of service. Prior service on full-time special appointments, which the employer determines is similar, shall be credited.

Eligibility for promotion of an administrator, counselor or librarian whose position has been reclassified pursuant to the Side Letter re: Grade Placement shall be determined without regard to the effective date of said reclassification.

Fulfillment of the minimum formal requirements for promotion to a higher rank or grade, as established by the employer (attached hereto as Schedule B for informational purposes only), shall determine eligibility for promotion, but shall not guarantee a right to promotion which shall remain within the sole discretion of the President.