RULE 594  CAREER INCREMENT DIFFERENTIALS FOR UNREPRESENTED EMPLOYEES 
UPON APPOINTMENT TO POSITIONS

Education Code Sections

(a) The commission shall prescribe and, amend, and interpret subject to this article, 
such rules as may be necessary to insure the efficiency of the service and the selection 
and retention of employees upon a basis of merit and fitness. The rules shall not apply 
to bargaining unit members if the subject matter is within the scope of representation, 
as defined in Section 3543.2 of the Government Code, and is included in a negotiated 
agreement between the governing board and that unit. The rules shall be binding upon 
the governing board, but shall not restrict the authority of the governing board provided 
pursuant to other sections of this code. 
(b) No rule or amendment which would affect classified employees who are rep 
sentated by a certified or recognized exclusive bargaining representative shall be adopted by the 
commission until the exclusive bargaining representative and the community college 
employer of the classified employees who would be affected have been given reasonable notice of the proposal.

88081. Subjects of Rules. (a) The rules shall provide for the procedures to be followed 
by the governing board as they pertain to the classified service regarding applications, 
examinations, eligibility, appointments, demotions, promotions, transfers, dismissals, 
resignations, layoffs, reemployment, vacations, leaves of absence, compensation within 
classification, job analyses and specifications, performance evaluations, public 
advertisement of examinations, rejection of unfit applicants without competition, and 
any other matters necessary to carry out the provisions and purposes of this article.
(b) With respect to those matters set forth in subdivision (a) which are a subject of 
negotiation under the provisions of Section 3543.2 of the Government Code, such rules 
as apply to each bargaining unit shall be in accordance with the negotiated agreement, 
if any, between the exclusive representative for that unit and the public school 
employer.

A. Unrepresented employees are defined in this rule as employees appointed to a management or 
confidential position. Appointments to positions are defined as a promotion, reclassification, return to 
former class, change to a related class, reinstatement, or demotion.

B. Represented employees who are receiving a career increment differential, under the provisions of a 
collective bargaining agreement, at the time they are appointed to a regular position in an 
unrepresented management or confidential class, shall continue to receive such differential until such 
time as they become eligible to receive a career increment differential which equals or exceeds the 
amount of their career increment differential carried over from the represented position.
C. Unrepresented management or confidential employees who are receiving a career increment differential at the time they are appointed to a regular position in a different unrepresented category shall continue to receive such differential until such time as they become eligible to receive a career increment differential which equals or exceeds the amount of their career increment differential in the former category.

D. Represented or unrepresented employees who are receiving a career increment differential at the time they are appointed to a regular position in an unclaimed class shall continue to receive such differential until the class is claimed.

E. The provisions of this rule do not apply to temporary appointments as defined in Rule 671 LIMITED-TERM ASSIGNMENTS AND APPOINTMENTS. Regular employees serving in a temporary assignment shall maintain their career increment differential from their underlying regular assignment.