

RIM OF THE WORLD UNIFIED SCHOOL DISTRICT JOB EVALUATION CRITERIA

Reclassification is defined as the upgrading of a position to a higher classification as a result of a gradual increase in the duties and responsibilities performed by the incumbent of such position. There must be a significant change, required by the District, in the duties being performed by incumbents in such positions, where such changes are not temporary in nature, and where the classification is inconsistent with the current job description.

Reclassification requests shall be submitted to Personnel between October 1st and November 30th to be considered.

THINGS THAT COUNT IN RECLASSIFICATION

1. Knowledge – Qualification requirements of the work
2. Complexity – Difficulty of the work
3. Complexity and working conditions – Variety and nature of work
4. Accountability – Authority and responsibility exercised
5. Accountability – Extent of supervisory controls over the work

THINGS THAT DO NOT COUNT IN RECLASSIFICATION

1. The applicant's personality
2. Volume of work
3. Relative efficiency
4. Unusual qualifications, unless those qualifications are required
5. The applicant's seniority
6. Unusual diligence or overtime
7. Desire of the District, CSEA and/or employee to change the title of the position
8. The need to fill the position due to the scarcity of new employees
9. Financial needs of the District