

D.08.02 Promotion and Demotion Policy

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 4-17-11

Last Amended: 11-11-16

Reviewed: 9-27-22



ALAMO
COLLEGES
DISTRICT

Promotion

A promotion occurs when a faculty member is placed into a higher professional rank than the faculty member's current rank, or a non-faculty employee is placed into a position with a higher salary grade than the employee's current salary grade.

Faculty members shall be granted promotion in professional rank after all required criteria have been satisfactorily fulfilled and appropriate recommendations have been provided.

Qualified employees may be promoted to higher grade positions in the District, in accordance with Policy [D.05.01](#) Employee Compensation and Exempt/Non- Exempt Classification and Procedure [D.05.01.03](#), Classification and Compensation Administration Regulations

Demotion

For the purpose of this policy, a demotion is defined as a reassignment involving a decrease in an employee's pay grade.

Procedure [D.08.02.01](#) Promotion Process

Procedure [D.08.02.02](#) Demotion

Legal Reference - TACC Policy Reference Manual

DLC(LEGAL) - Employee Performance: Promotion and Demotion