

Personnel – Series 4000

4400 The Merit System

4430 The Classification Plan

4433 Reclassification

4433.2 Gradual Accretion

- A. The basis for reclassification of a position shall be a gradual accretion of duties and not a sudden change occasioned by a re-organization or the assignment of completely new duties and responsibilities. Determinations as to gradual accretion shall be on the basis of guidelines provided by Personnel Commission rules.
- B. Gradual accretion shall be defined as:
 - 1. An accumulation of different or new duties or responsibilities;
 - 2. Over a period of at least one year;
 - 3. Consistent with changes in the program or department that required a different or new level of duties or responsibilities.

Reference:

Education Code Sections 45285