

**ARTICLE 22**  
**OUT- OF- CLASSIFICATION ASSIGNMENT**

- A.** An employee who is temporarily assigned with the approval of University management to perform the duties, on a full-time basis for a period of 20 consecutive working days or more, of a position in a higher classification and the employee performs substantially all of those duties of the higher classification shall be paid at a minimum an hourly rate of two (2) steps higher than his or her current rate or at the minimum rate of the higher classification, whichever is greater, for all such hours worked. Such temporary assignment shall not result in the reclassification of the employee and shall terminate no later than the return to work/replacement of the incumbent of the higher position.
  
- B.** An employee who is temporarily assigned to perform the duties of a position in a lower classification shall continue to receive the employee's regular rate of pay.