

**ARTICLE 26**  
**OUT OF CLASS PAY / TEMPORARY ASSIGNMENT**

- A. An employee who is temporarily assigned by the University to perform all of the functions of a position in a higher classification for twenty (20) consecutive working days or more shall be paid as follows:

Either one step over the regular salary, or the minimum of the higher position's range or at least four percent (4%), whichever is higher.

- B. When the University temporarily assigns an employee some but not all of the duties of a position in a higher classification, the University may pay all or part of the payments indicated above.
- C. An employee who is temporarily assigned to perform the duties of a position in a lower paying classification shall continue to receive the employee's regular rate of pay.