

Specialist in Cooperative Extension

Assistant Specialist in CE		Associate Specialist in CE		Specialist in CE (FT)	
Step	Years at Step	Step	Years at Step	Step	Years at Step
I	2	I	2	I	3
II	2	II	2	II	3
III	2	III	2	III	3
IV	2	IV	3	IV	3
V	2	V	3	V	--
VI	2			VI	--
				VII	--
				VIII	--
				IX	--

shaded = overlapping steps

-- at least 3 yrs

Examples:

CE Specialist at Assistant IV has the option to **promote** to Associate I or advance to Assistant V.

CE Specialist at Assistant V has the option to **promote** to Associate II or advance to Assistant VI. After the next two year cycle, a promotion to Associate III or deferral shall occur.

CE Specialist at Associate III has the option to **promote** to Full Title I or advance to Associate IV. In three years, and if at Associate IV, a CE Specialist may promote to Full Title II or advance to Associate V.

In the absence of a merit or promotion review, Specialists in CE at Step V (FT) or above shall be reviewed at least once every five years.