

DEMOTION AND RECLASSIFICATION OF EXECUTIVE/PROFESSIONAL EMPLOYEES

Demotion

“Demotion” shall mean the reassignment of an employee: (i) to a position with a lower level of supervisory or administrative authority or rank; or (ii) to a position with a reduction in the employee’s rate of compensation.

An employee may be demoted for any reason permitted by law, including, but not limited to the following:

1. Elimination of a position

An employee may be demoted if the specific position held by him or her is eliminated by the Colorado Springs School District 11 Board of Education (the “Board”) from the organizational chart of Colorado Springs School District 11 (the District).

2. Reduction in number of positions

An employee may be demoted if such action is the outcome of a decision by the Board to reduce the number of such positions as held by the employee or as a result of a general reduction in staff.

3. Less than satisfactory work performance

An employee may be demoted due to less than satisfactory work performance as determined by the District.

4. Misconduct

An employee may be demoted as a result of misconduct as determined by the District.

Unemployment compensation

The demotion of an employee under this policy shall not constitute an admission of liability by the District for purposes of the employee’s eligibility for unemployment benefits.

Reclassification

Reclassifications that lie within the authority of the Board, such as those involving salary reduction, shall take effect on the first day of the month following the Board’s approval of the reduction, unless otherwise determined by the Board in its sole discretion.

Employment rights

EMPLOYEES HAVE NEITHER THE RIGHT TO BE EMPLOYED NOR THE RIGHT TO REMAIN IN ANY EXECUTIVE/PROFESSIONAL POSITION. FURTHER, THIS POLICY IS NOT INTENDED TO

NOR DOES IT ESTABLISH ANY RIGHT NOT EXPLICITLY ESTABLISHED BY STATUTE, AND THEREFORE, EXCEPT AS PROVIDED BY LAW, THE AUTHORITY TO PROMOTE, DEMOTE OR RECLASSIFY AN EXECUTIVE/PROFESSIONAL EMPLOYEE REMAINS WITHIN THE SOLE DISCRETION OF THE BOARD.

Current practice codified 1980
Revised April 26, 1989
Revised June, 2010
Reviewed May 8, 2019

LEGAL REFS.: C.R.S. § 22-63-206

CROSS REFS.: GCKB, Executive/Professional Employee Assignments and Transfers