

## EDUCATIONAL SUPPORT PROFESSIONAL PROMOTIONS, DEMOTIONS AND RECLASSIFICATION

### Promotion

“Promotion” shall mean the reassignment of an employee: (i) to a position with a higher level of supervision and/or (ii) to a position with an increase in the employee’s rate of compensation.

### Demotion

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

### Reasons for Demotion

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”).

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 Colorado Springs School District 11 (the District).

4. Misconduct

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

5. Reclassification

“Reclassification” shall mean the change in a position’s compensation rate and/or place on the District’s salary schedule. Reclassifications that lie within the authority of the Board, such as those involving salary reduction, shall take effect 60 days following the Board’s approval of the reduction, unless otherwise determined by the Board in its sole discretion.

### **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.

### **Employment rights**

**THIS POLICY IS NOT INTENDED TO CREATE NOR SHOULD IT BE INTERPRETED AS CREATING AN EXPRESS OR IMPLIED CONTRACT, INCLUDING A CONTRACT OF EMPLOYMENT OR ANY PROPERTY RIGHT, RIGHT TO DUE PROCESS, OR OTHER CONTRACTUAL OR CONSTITUTIONAL RIGHT. EMPLOYEES HAVE NEITHER THE RIGHT TO BE EMPLOYED NOR THE RIGHT TO REMAIN IN ANY 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 OR DEMOTE EDUCATIONAL SUPPORT PROFESSIONALS OR RECLASSIFY THEIR POSITIONS REMAINS WITHIN THE SOLE DISCRETION OF THE BOARD.**

Current practice codified 1980  
Revised April 26, 1989  
Revised October, 2010  
Reviewed October 5, 2012  
Reviewed May 8, 2019

CROSS REFS.: GDJ, Educational Support Professional Assignments and Transfers