

# Reassignments and Reductions in Pay

*Is this a demotion?*





# Demotion

A reassignment that effects a property right such that due process is required.

*Robertson v. Victoria ISD*

- Property interest: → Pay, Title, Duties  
→ Professional Capacity
- Created by: → Contractual Language  
→ State Law (T.E.C. Chapter 21)

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Generally, a property interest in employment  
→ employment and pay protected



Plus, “mutually explicit understanding”  
→ specific job assignment

*Jett v. Dallas ISD*, 798 F.2d  
748, 754 fn. 3 (5<sup>th</sup> Cir. 1986).

When evaluating whether a reassignment might effect a property interest →



**Step 1: What does the contract say?**

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## The Employee's Perfect Contract

- Specific assignment and campus
- No reassignment clause

*Thomas v. Board of Trustees,*  
515 F. Supp. 280, 287 (S.D. Texas 1981)

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## Title search: Reassignments and Reductions in Pay

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[Employment Hot Topics in School Law: Mid-Year Reassignments and Pay Changes, Complaint Management, and Garrity Rights](#)

First appeared as part of the conference materials for the  
34<sup>th</sup> Annual School Law Conference session  
"Reassignments and Mid-Year Changes in Pay"