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

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── Contractual Language

State Law (T.E.C. Chapter 21)



Generally, a property interest in employment

employment and pay protected



Plus, "mutually explicit understanding"

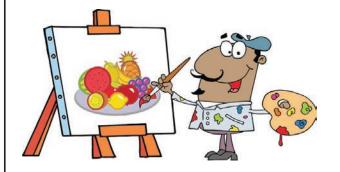
specific job assignment

Jett v. Dallas ISD, 798 F.2d 748, 754 fn. 3 (5th Cir. 1986). When evaluating whether a reassignment might effect a property interest \rightarrow



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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<u>Changes, Complaint Management, and Garrity Rights</u>

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