

POLICY

BOARD OF EDUCATION OF MONTGOMERY COUNTY

Related Entries: GFB, GFB-RA, GFB-RB, GFC-RA

Reassignment of Personnel After 25 Years of Service or Age 50

A. PURPOSE

To establish guidelines for maintaining salary and retirement benefit levels for personnel who are transferred or assigned to positions with a lower salary classification

B. PROCESS AND CONTENT

1. The Board of Education of Montgomery County is mindful that in some instances employees who are transferred or assigned to positions with a lower salary classification have devoted many years of service to youth and education in Montgomery County.
2. When it is necessary to transfer or assign personnel to a position which would normally result in a reduction in salary classification for such person, such reduction in salary may be waived and the person's current salary classification maintained in those instances where:
 - a) The person has been employed in the Montgomery County Public Schools for 25 or more years or is 50 years of age or older
 - b) The person to be transferred has been on the fifth or higher step on his/her present salary lane
 - c) The individual signs an agreement containing the conditions of the reassignment
 - d) The individual's evaluations in the new position are satisfactory
3. The reassignment of such personnel will be brought before the Board as part of the monthly Personnel Report.
4. The Board will be informed annually of the total number and dollar value of such transfers under this policy.

C. REVIEW AND REPORTING

This policy will be reviewed every three years in accordance with the Board of Education policy review process.

Policy History: Adopted by Resolution No. 80-72, February 8, 1972; reformatted by Resolution No. 333-86, June 12, 1986 and Resolution No. 458-86, August 12, 1986, and accepted and amended by Resolution No. 210-91, February 25, 1991.