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

Responsible office: Human Resources

Reassignment of ~~Personnel~~**Employees Within Two Years of Normal Retirement Eligibility After 25 Years of Service or Age 50**

A. PURPOSE

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

B. ~~ISSUE 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.

~~C2.~~ POSITION

~~When it is necessary to transfer or assign personnel~~**When an employee is transferred or assigned** to a position ~~which~~**that** would normally result in a reduction in salary classification

30 for such person, such reduction in salary may be waived and
31 the person's current salary classification maintained in those
32 instances where:

33
34 1.a) The person has been **enrolled** ~~employed~~ in the **State**
35 **Retirement and Pension System and/or the** Montgomery
36 **County Public Schools Retirement and Pension System and**
37 **is within two years of eligibility for normal retirement**
38 ~~for 25 or more years or is 50 years of age or older~~

39
40 2.b) The person to be transferred has been **employed by**
41 **Montgomery County Public Schools for 15 or more years** ~~on~~
42 ~~the fifth or higher step on his/her present salary lane~~

43
44 3.e) The individual signs an agreement containing the
45 conditions of the reassignment

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47 4.d) The individual's evaluations in the new position are
48 satisfactory

49
50 35. The reassignment of such personnel will be brought before
51 the Board **periodically** as part of the monthly
52 ~~Personnel~~**Human Resources** Report.

53
54 ~~4. The Board will be informed annually of the total number~~
55 ~~and dollar value of such transfers under this policy.~~

56
57 **The associate superintendent, Office of Human Resources (OHR),**
58 **makes recommendations through the chief operating officer for**

59 approval or disapproval of the reassignment to the
60 superintendent of schools or designee under the provisions of
61 this policy. If approved, the associate superintendent, OHR,
62 will confer with the appropriate bargaining unit regarding
63 these transfers or reassignments and the conditions set forth
64 in the agreement are final.

65

66 D. DESIRED OUTCOMES

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68 Employees who are reassigned within two years of normal
69 retirement eligibility will receive consideration of their
70 years of service in Montgomery County.

71

72 E. IMPLEMENTATION

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74 The superintendent of schools will develop a regulation for
75 implementing this policy.

76

77 F. REVIEW AND REPORTING

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

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