

## OLDHAM COUNTY BOARD OF EDUCATION POLICY

### CHANGES IN ASSIGNMENTS/TRANSFERS

5096

*References: KRS 160.380; 160.390; 161.760; 1991 Ky. AG LEXIS 149*

*Relates to: Policies 5040; 5080; 5096AR*

The Board believes that employees function best when they are working in the area and at the location which they feel is most desirable for them. The Board believes that employees are entitled to express a desire to be transferred into vacancies for which they are qualified and intends that such requests be granted whenever possible in keeping with the criteria of what is best for the educational program of the pupils in the district and any criteria required by state law or regulation. However, employment of teachers and other employees, whether under a limited or continuing contract, is employment in the school district only and not in a particular position or school. The superintendent may change assignments of personnel prior to July 16 without creating "vacancies" as defined by KRS 160.380(1)(b). Certified employees may be transferred laterally, but must apply for promotions in accordance with Board Policy 5040.

Transfer or change in appointment of teachers after July 15 shall be made only to fill vacancies created by illness, death, or resignations; to reduce or increase personnel because of a shift in school population; to make personnel adjustments after consolidation or merger; or to assign personnel according to their certification pursuant to KRS 161.010 to 161.120 provided, in the latter instance, that the teacher was appointed to a position outside his or her field of certification in the previous year.

“Vacancies”, as defined by law, will be filled as set forth in Board Policies 5040 and 5080.