

TRANSFERS

Transfer of Personnel

The Superintendent shall have the authority to transfer each employee. Such transfer shall be made in accordance with the employee's qualifications and the needs and best interests of the organization.

Criteria for Transfer

The following criteria shall be used in consideration of transfer requests:

1. The needs and efficient operation of the organization.
2. The qualifications including skills, experience and recent training of the employee.
3. The recommendation of the immediate supervisor to whom the employee is currently responsible and the management person(s) where the vacancy exists.

Reassignment of Regular Employees Due to Illness or Injury

A regular employee who is determined by the Baldy View Regional Occupational Program Commission upon recommendation of the Superintendent to be incapable of performing the essential functions of their classification because of illness or injury may, at the discretion of the Commission upon recommendation of the Superintendent, be assigned duties which the employee is capable of performing.

Involuntary Transfers

Involuntary transfers may become necessary when programs are reduced or cancelled, when schools are closed, or when otherwise required in order to accommodate the school's staffing needs.

If a teacher objects to a transfer, he/she may request a meeting with the Superintendent or designee. If dissatisfied with the results of this meeting, the teacher may appeal to the Commission. The Commission's decision shall be final.

Legal Reference:

EDUCATION CODE

35035 *Additional powers and duties of superintendent, transfer authority*

35036 *Voluntary transfers*

35186 *Complaint process, teacher vacancy or misassignment*

37616 *Assignment of teachers to year-round schools*

44395-44398 *Incentives for assigning NBPTS-certified teachers to high-priority schools*

GOVERNMENT CODE

3543.2 *Scope of representation*