

Personnel

TRANSFER

Transfers of certificated personnel shall be made in accordance with transfer provisions of the collective bargaining agreement and shall serve the best interests of the overall educational program.

The Superintendent or designee may transfer teachers from one school to another when he/she believes the transfer will serve the best interest of the overall educational program. (Education Code 35035)

Transfers shall be approved by the Governing Board.

Teachers may request a transfer by following procedures specified in the collective bargaining agreement.

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

(cf. 4030 – Nondiscrimination in Employment)
(cf. 4113 – Assignment)
(cf. 4141/4241 – Collective Bargaining Agreement)
(cf. 4117.3 – Personnel Reduction)

THEORY OF ACTION FOR STUDENT SUCCESS

In order to achieve Natomas Unified's Vision and implement its Core Belief and Commitments, the Board of Trustees commit to a Theory of Action for Student Success. This Theory of Action is intended to provide stability and consistent direction for student success. This theory will drive the Board's policies, budgets, and staff actions to build and maintain the culture of Natomas Unified. The Theory of Action addresses seven major areas. These areas are:

Staff Quality & Commitment

The foundation of the Theory of Action states that students in Natomas Unified deserve staff that are committed, collaborative, caring, and exemplary. As such, Natomas Unified must implement practices and procedures to recruit, hire, provide initial training and retain high quality staff in certificated, classified and management positions. Vacant positions must be filled in a timely fashion with the highest qualified staff. The district and its staff must recognize staff preparation and attendance are critical for student success and take action to reinforce the importance of staff attendance and preparation.

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

5/13/92
11/06
5/9/07
11/13/2019