

TRANSFERS

A. Voluntary Transfer

Vacancies shall be posted in each school building. The district shall provide an opportunity for a staff member to apply for a transfer to another position. The superintendent shall be responsible for such decisions. Factors considered in transfers shall include, but are not limited to:

1. The staff member's background and preparation for the position;
2. The instructional requirements and best interests of the district;
3. The availability of other equally or better qualified applicants from within or outside the district;
4. The desires and welfare of the applicant; and,
5. The staff member's length of service in the district and in the position presently held.

Negotiated collective bargaining agreements may supersede provisions of this policy when they prescribe conditions enumerated in or affected by this policy.

B. Involuntary Transfers or Reassignments

Notice of an involuntary transfer or reassignment shall be given the certificated staff member as soon as practical. Except in an emergency, such notice shall be given by the last regularly scheduled day of school.

When an involuntary transfer becomes necessary, decisions shall be based upon the staff member's area of experience, training, length of service with the district, and any relevant state and federal statutes and regulations.

Opportunity shall be given for the staff member to discuss the proposed transfer or reassignment with the superintendent. When the staff member believes that the transfer or reassignment would be unjustified or unfair, he/she may appeal in compliance with established procedures.

A staff member being transferred or reassigned may request assignment to a vacancy that has been announced and shall be given preference over other, equally qualified applicants.

Cross Reference: Board Policy 5021

Applicability of Personnel Policies

Legal References: RCW 28A.150.230

Basic Education Act of 1977 —
District school directors as
accountable for proper operation
of district — Scope —
Responsibilities — Publication
of guide

RCW 28A.405.230

Conditions and contracts of
employment — Transfer of
administrator to subordinate
certificated position —
Procedure

42.23.30

Interest in contracts prohibited —
Excepted cases

42.23.040
WAC 180-16-220

Remote interests
Supplemental Program Requirements

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Pateros School District
Revised: