

PERSONNEL TRANSFER

The Superintendent of the Orleans Parish School Board may transfer any teacher or other employee, including personnel employed as principals and supervisors, from one position, school or grade to another by giving written notice to the teacher or employee of such intention to transfer. Such transfer shall be without loss of status or violation of contract and shall not be for political or personal reasons. No transfers of instructional personnel shall be initiated during the regular school term, except in emergencies or promotional instances where transfers are required to preserve quality instruction.

The principal shall have the authority to transfer employees at the school in which the principal is employed, subject to the approval of the Superintendent.

Transfer decisions shall be based on performance, effectiveness, and qualifications as applicable to each specific position. *Effectiveness*, as determined by the School Board's performance evaluation program, shall be the primary reason for considering any transfer. Conversely, seniority or tenure shall not be used as the primary reason when making any decisions to transfer an employee.

~~All personnel involuntarily reassigned to a lesser salaried position than previously held shall have their salary unchanged. Such personnel transferred shall be placed in the salary schedule appropriate to the new position and there shall be no increase in salary until the salary in that schedule is at least equal to their present salary.~~

VOLUNTARY TRANSFER

Employees who voluntarily request such a transfer to another location or position shall submit such request to the Superintendent or his/her designee in writing. Such requests shall be submitted on or before March 1 or the first working day thereafter, in order to be considered for the next school year. A written notation of the request to transfer shall also be sent to the employee's principal or immediate supervisor.

A teacher transferred to a school or position must be certified and qualified for the position to which transferred. Should a person request reassignment to a lesser position, such personnel, upon reassignment, shall be placed in the salary schedule at the level of the new position. Procedures and timelines for requesting, reviewing, interviewing, and making recommendations for transfers of personnel shall be maintained by the Department of Human Resources.

A teacher or other school employee who has been a victim of physical abuse by any student(s) shall be given the opportunity to transfer to another position for which he/she is certified or otherwise qualified and in which he/she shall not have contact with the student(s), provided there is a position available.

Ref: La. Rev. Stat. Ann. §§17:7, 17:81, 17:443.