

EAST STROUDSBURG AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: ASSIGNMENT AND TRANSFER

ADOPTED: August 19, 2002

REVISED: September 25, 2017
May 21, 2018
March 16, 2020

309. ASSIGNMENT AND TRANSFER	
1. Purpose	The assignment and transfer of administrative, professional and support employees within the school district shall be determined by the management, supervisory, instructional and operational needs of the schools and the school district.
2. Authority SC 508, 510	The Board shall approve the initial assignment of all employees at the time of employment and when such assignments involve a transfer from one building or supervisor to another or involve a move to a position requiring a certificate or credentials other than those required for the employee's present position.
23 Pa. C.S.A. Sec. 6344.3, 5344.4	Each applicant for transfer or reassignment shall be required to submit an official child abuse clearance statement unless the applicant is applying for a transfer from one position as a district employee to another position as a district employee of this district and the applicant has already obtained an official child abuse clearance statement.
SC 111 Pol. 317	Each applicant for transfer or reassignment from a position without direct contact with students to a position with direct contact shall be required to submit an official criminal history background check. Such applicants shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may subject the individual to disciplinary action up to and including termination and criminal prosecution.
3. Delegation of Responsibility	The Superintendent or designee shall provide a system of assignment or reassignment for district employees that includes both voluntary and non-voluntary transfers.
20 U.S.C. Sec. 6312	The Superintendent shall, in considering any assignment or transfer, shall assure that low-income students and minority students are not taught at higher rates than other students by unqualified, out-of-field or inexperienced teachers. Vacancies shall be publicized to all appropriate employees. Employees shall be informed of their assignments as soon as possible preceding the school year in which the assignment will be effective.

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	<p>This policy shall not prevent reassignment of an administrative staff member during the school year for good cause, as determined by the Board.</p> <p>This policy shall not prevent reassignment of support and professional staff members during the school year for good cause, as recommended by the Administration and approved by the Superintendent.</p> <p>Negotiated collective bargaining agreements may supersede the provisions of this policy when they prescribe conditions enumerated in or affected by this policy.</p> <p>References:</p> <p>24 P.S. 111, 508, 510 23 P.A. C.S.A. 6301 et seq. 22 P.A. Code 8.1 et seq. 20 U.S.C. 6312 Pol. 317</p>
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