

Marion County Board of Education

Monitoring:

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**Review:
Annually,
in February**

Assignment/Transfer

5.115

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Rescinds:

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04/24/01

ASSIGNMENT

The director of schools shall assign all educators and other school personnel to be employed for the following school year to the various schools or departments by June 15 preceding the school year for which such persons are employed while allowing each principal or immediate supervisor to assign more specific responsibilities within each school. 1

Assignment of employees will be made by the director of schools based on the recommendation of the appropriate division director and/or building principal. The assignment will be determined by the applicant's training, experience and ability to perform the duties of the position and in the best interest of the schools.

Extra assignments for which supplements are provided and upon which initial employment was based may not be relinquished in part by the employee without the approval of the person making the assignment. Other assignments for which supplemental salary is provided shall be made on an annual contract basis.

TRANSFER (to move from one school or administrative unit to another)

The director of schools shall transfer employees as necessary for efficient operation of the schools. 2 Transfers shall be non-discriminatory and shall not be arbitrary or capricious. The director of schools is responsible for developing and disseminating procedures for transfer.

All employees transferred shall receive written notification of the transfer with reason(s) prior to the transfer.

If a transfer is performance-based, the transfer shall be preceded by a written statement of deficiencies and when feasible, a reasonable opportunity to improve.

Transfers made in accordance with board policy, state law and any negotiated contract are final.

REASSIGNMENT (to move to another assignment within the same school or administrative unit)

Reassignments shall be non-discriminatory and shall not be arbitrary or capricious. Employees shall be reassigned as necessary for efficient operation of the schools. The director of schools is responsible for developing and disseminating procedures for reassignments.

Reassignments shall be made by the employee's immediate supervisor with approval by the director of schools.

Legal Reference:

1. TCA 49-2-301 (b)(1)(L); TCA 49-5-401
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-510 ;
OP Tenn. Atty. Gen. 98-164 (August 24, 1998);
TCA 49-2-303

Cross References:

Nepotism 1.108
Line and Staff Relations 5.101
Job Descriptions 5.103
Recruitment 5.105