

LICENSED STAFF ASSIGNMENTS AND TRANSFERS REGULATIONS

Definitions:

Promotion - Changing to a different position which has greater compensation and/or responsibilities.

Reassignment - Involuntary change in position or work location.

Transfer - Voluntary change in work location without a promotion.

Voluntary Transfers

Voluntary Transfers Process

Alexandria City Public Schools follows a four step process for voluntary transfers

1. Every year, Statement of Intention forms are sent to employees prior to March 1 to determine positions that will be vacated in the upcoming year.
2. From this information and through newly budgeted positions, vacancies are identified for each school
3. Internal candidates are provided the opportunity to apply for vacancies through the Transfer Fair Process.
4. After the Transfer Fair process is completed, teachers may continue to be considered for additional openings following the Post Transfer Fair Process until July 15. .

Voluntary transfer opportunities end on June 30 of each year unless an exception is approved by the Executive Director of Human Resources.

Eligibility

Continuing contract teachers, and probationary teachers who will have completed (1) year of service at the time of transfer and who are not on a Professional Growth Plan, may apply and interview for positions in their current active licensure area. Teachers on temporary contracts are not eligible to participate in the voluntary transfer process.

Transfer Fair Process

The Transfer Fair occurs each year in late winter/early spring and provides teachers and other licensed staff the opportunity to interview and be considered for positions in other schools. During the Transfer Fair, positions are only posted internally and may only be filled by existing ACPS staff.

In order to apply for any transfer vacancy, either for Transfer Fair or for subsequent transfer opportunities, the employee must inform Human Resources by completing the Transfer

47 Interest Form and returning it to Human Resources. Human Resources will review requests
48 and provide a list of qualified candidates to the Principal/Program Manager. The
49 Principal/Program Manager will interview all qualified candidates.
50

51 **Post Transfer Fair Process**

52
53 After the Transfer Fair, teachers and other licensed staff may apply for open positions until
54 June 30 by contacting the Principal/Program Manager. ACPS employees will be screened
55 and interviewed as part of the screening and interview process for external candidates.
56

57 Voluntary transfer opportunities end on June 30 of each year unless an exception is
58 approved by the Executive Director of Human Resources, who will consult with incoming
59 and outgoing Principals on the implications of the decision.
60

61 **Selection and Notification**

62
63 The selection criteria is:

- 64 ● certification,
- 65 ● evaluations,
- 66 ● teaching experience,
- 67 ● educational preparation,
- 68 ● references,
- 69 ● ability to support the school's mission and vision,
- 70 ● and the results of an interview which is conducted to determine the ability of the
71 applicant to satisfactorily perform the duties of the vacant position as described in
72 the position job description.
73

74 Based on these selection criteria, the most highly qualified candidate will be selected. If
75 based on these selection criteria, two or more applicants are equally qualified , the
76 candidate with the greatest seniority will be selected.
77

78 Transfer Fair interviews will be conducted before new hire placements are made.
79

80 Teachers who are selected for a transfer will be notified by the Department of Human
81 Resources and will be provided an opportunity to accept or decline the transfer. If more
82 than one school selects the same transfer candidate, the candidate will be offered the choice
83 of school assignments.
84

85 Transfer candidates interviewed, but not selected, will be notified by the Department of
86 Human Resources when the position has been filled.
87

88 **Other Reassignments**

89
90 Nothing in this regulation prohibits the building principal from reassigning a teacher within
91 the building prior to declaring a position vacant.
92

93 The Superintendent or designee has the authority to modify or suspend the transfer process
 94 based on the needs of the school division.
 95

96 Reassignments

97
 98 The Superintendent has the authority to assign or reassign employees to any position at any time,
 99 when in their judgment, such assignment, even if involuntary on the part of the employee, is in the
 100 best interest of the school division. Notification will be made to the employee at the earliest
 101 possible date.
 102

- 103 ● Involuntary reassignments must be approved by the Superintendent through their designee.
 104 Involuntary reassignments, when known, may be made before vacant positions are posted.
 105
 - 106 a. When reassignment is necessary due to reduction in student enrollment,
 107 redistricting, or program change, ACPS gives consideration to eligible volunteers
 108 and then seniority. However, exceptions may be made based on circumstances such
 109 as the needs of the curricular and co-curricular programs within a particular school,
 110 the special skills and training of the teacher, endorsement areas, and/or the best
 111 interest of ACPS. Reassigned teachers are eligible to seek a position through the
 112 Transfer Fair process.
 113
 - 114 b. If an exception is made to using seniority as the primary basis of reduction, the
 115 principal making that exception will prepare a written explanation which must be
 116 approved by the Superintendent or designee, and provided to the affected teacher.
 117
- 118 ● Involuntary reassignments may not preclude lengthening or shortening of the teacher's
 119 contract nor guarantee continuation of any extra compensation. However, teachers
 120 involuntarily reassigned during the effective period of their contract will be paid the full
 121 amount of their contract salary and all benefits for the remainder of the contract year.
 122

123
 124 Established: June 23, 2016
 125

126
 127 Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-294, 22.1-297
 128

129 Cross Ref.: GCI Licensed Staff Assignments and Transfers

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Commented [1]: This is an ACPS regulation

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Voluntary Transfers

Voluntary Transfers Process**Timing**

Alexandria City Public Schools follows a four step process for voluntary transfers

1. Every year, Statement of Intention forms are sent to employees prior to March 1 to determine positions that will be vacated in the upcoming year.
2. From this information and through newly budgeted positions, vacancies are identified for each school
3. ~~Internal candidates are provided the opportunity to apply for vacancies through the Positions and are posted for internal candidates only, see Transfer Fair Process. This process called "Transfer Fair" occurs in the early spring of each year and provides teachers and other licensed staff the opportunity to interview and be considered for positions in other schools.~~
4. After the ~~initial~~ Transfer Fair process is completed, teachers ~~may can~~ continue to be considered for additional openings ~~following the Post Transfer Fair Process until July 15. that occur after the Transfer Fair period by applying directly to principals when the vacancies are publicly posted.~~

Commented [2]: What if it didn't fill during the transfer fair period? When does the transfer fair period end?

Voluntary tTransfer opportunities end on ~~July 15~~ June 30 of each year unless an exception is approved by the Executive Director of Human Resources, ~~Chief Human Resources Officer~~.

Commented [3]: Since school is now starting 2 weeks before labor day, suggest we move this to July 1 to give Principals the same period of time to fill any vacancies.

Commented [4]: Changed to June 30

Commented [5]: Position does not exist anymore

Eligibility

Continuing contract teachers, and probationary teachers who will have completed (1) year of service at the time of transfer and who are not on a Professional Growth Plan, may apply and interview for positions in their current active licensure area. Teachers on temporary contracts are not eligible to participate in the voluntary transfer process.

Transfer Fair Process

The Transfer Fair occurs each year in late winter/early spring and provides teachers and other licensed staff the opportunity to interview and be considered for positions in other

47 schools. During the Transfer Fair, positions are only posted internally and may only be
 48 filled by existing ACPS staff.

49 In order to apply for any transfer vacancy, either for Transfer Fair or for subsequent transfer
 50 opportunities, the employee must inform Human Resources by completing the Transfer
 51 Interest Form and returning it to Human Resources. Human Resources will review requests
 52 and provide a list of qualified candidates to the Principal/Program Manager. The
 53 Principal/Program Manager will interview all qualified candidates.

54 ~~Transfer Fair interviews shall will be scheduled by Human Resources, conducted at~~
 55 ~~a date, time and location to be determined by the Department of Human Resources~~
 56 ~~and all schools with vacancies will be represented at the Transfer Fair event.~~
 57 ~~Vacancies will be posted internally only. In order to apply for any transfer vacancy,~~
 58 ~~either for Transfer Fair or for subsequent transfer opportunities, the employee must~~
 59 ~~forward his/her resume via email to the Principal or Program Manager designated as~~
 60 ~~the recipient. Principals will review and screen resumes of all applicants and invite~~
 61 ~~the best qualified applicants for an interview. Transfer Fair interviews may be~~
 62 ~~conducted at a date, time and location to be determined by the Department of Human~~
 63 ~~Resources and all schools with vacancies will be represented at the Transfer Fair~~
 64 ~~event.~~
 65 Post Transfer Fair Process

66 After the Transfer Fair, teachers and other licensed staff may apply for open positions until
 67 June 30 by contacting the Principal/Program Manager. ACPS employees will be screened
 68 and interviewed as part of the screening and interview process for external candidates.

69 Voluntary transfer opportunities end on June 30 of each year unless an exception is
 70 approved by the Executive Director of Human Resources, who will consult with incoming
 71 and outgoing Principals on the implications of the decision.

72 **-Selection and Notification**

73 The selection criteria ~~is~~ shall be:

- 74 ● certification,
- 75 ● evaluations,
- 76 ● teaching experience,
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- 78 ● ~~references,~~
- 79 ● ability to support the school's mission and vision,
- 80 ● and the results of an interview which ~~is~~ shall be conducted to determine the ability
- 81 of the applicant to satisfactorily perform~~perform satisfactorily~~ the duties of the
- 82 vacant position as described in the position job description.

83 Based on these selection criteria, the most highly qualified candidate will be selected. If
 84 based on these selection criteria, two or more applicants are equally qualified after
 85 completion of the aforementioned criteria, the candidate with the greatest seniority shall
 86 will be selected.

Commented [6]: This is confusing to me. It reads like HR schedules the transfer fair and that it's an in-person event, but then staff send the resume's to principals? Does that happen ahead of time?

Commented [7]: There is a Transfer Interest Form created and managed by HR-the process around sending resumes no longer applies. We manage a Transfer Fair, currently in a virtual posture, for principals once the interest process ends-runs about 2 weeks.

Commented [8]: HR receives, reviews, and sends final lists to principals to schedule the interviews.

Commented [9]: Got it, reworded. How's that?

Commented [10]: I think that the headings are a little confusing. For example, the process itself is in the first section titled Timing, while the Process section is about the transfer fair process and not the entire voluntary transfer process. I've made some suggestions to clarify the process.

Commented [11]: Moved down to improve readability

Commented [12]: No longer applies, they now submit a Transfer Interest Form (managed and created by HR).

Commented [13]: This feels like a place for bias. What constitutes equally qualified? And what is the rationale (and unintended consequences) for leveraging seniority?

Commented [14]: Is this true? I have been allowing principal to make selections based on interviews and interest, not simply seniority.

Commented [15]: This says that the tiebreaker for equally qualified candidates is seniority. You are the second person who has been confused by this, perhaps we need to reword this section to make it more clear. Moved the content to bullets, does that help?

Commented [16]: I think I'm questioning why seniority has to be at play here-this is a voluntary process, not a forced reduction nor reassignment, so why does that need to be a factor?

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95

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97 Resources and will be provided an opportunity to accept or decline the transfer. If more
98 than one school selects the same transfer candidate, the candidate will be offered the choice
99 of school assignments.

100
101 Transfer candidates interviewed, but not selected, will be notified by the Department of
102 Human Resources when the position has been filled.
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104 Other Reassignments

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106 Nothing in this regulation ~~shall prohibit~~ the building principal from reassigning a teacher
107 within the building prior to declaring a position vacant.
108

109 The Superintendent or designee ~~shall have~~ has the authority to modify or suspend the
110 transfer process based on the needs of the school division.
111

112 ~~Involuntary Transfers/~~Reassignments

113
114 The Superintendent ~~shall have~~ has the authority to assign or reassign employees to any position at
115 any time, when in ~~his/her~~ their judgment, such assignment, even if involuntary on the part of the
116 employee, is in the best interest of the school division. Notification will be made to the employee
117 at the earliest possible date.
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120 their designee. Involuntary reassignments, when known, may be made before vacant
121 positions are posted.
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123 a. When reassignment is necessary due to reduction in student enrollment,
124 redistricting, or program change, ~~the administration shall~~ ACPS gives consideration
125 to eligible volunteers and then seniority. However, exceptions may be made based
126 on circumstances such as the needs of the curricular and co-curricular programs
127 within a particular school, the special skills and training of the teacher, endorsement
128 areas, and/or the best interest of ACPS. Reassigned teachers are eligible to seek a
129 position through the Transfer Fair process.
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131 b. If an exception is made to using seniority as the primary basis of reduction, the
132 principal making that exception will prepare a written explanation which must be
133 approved by the Superintendent or designee, and provided to the affected teacher.
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- 135 • Involuntary reassignments ~~shall may~~ not preclude lengthening or shortening of the
136 teacher's contract nor guarantee continuation of any extra compensation. However,
137 teachers involuntarily reassigned during the effective period of their contract ~~shall will~~ be

Commented [17]: I think I'll need more context into this. Involuntary transfers (out of any other reason than student need) feel like a opportunity for retaliation and/or personal bias.

Commented [18]: This can happen for a number of reasons. The biggest cause is redistricting. Last spring we saw it happen when there were not sufficient students to support a full time teacher in a given school so the teacher was assigned to teach at multiple schools. It also happens when decreasing student enrollment isn't sufficiently offset by retirements / departures. It can also happen when a staff member isn't being successful at a building and needs alternate supervision, the alternative would be to dismiss the staff member so it really about giving people another chance.

Commented [19]: Readjusted to match the policy.

GCI-R

138 paid the full amount of their contract salary and all benefits for the remainder of the contract
139 year.

140

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