

TRANSFERS

The Superintendent or designee shall assess the needs of the District and place management personnel in positions which will meet those needs.

Employee-Initiated Transfer

The Board of Trustees recognizes that management employees may wish to request transfers to vacant positions for which they are qualified in order to promote their professional growth and broaden their management background. The Superintendent or designee may transfer management personnel when deemed in the best interest of the District or employee.

District-Initiated Transfer

Reasons for a District-initiated transfer within an administrator's classification (same job title) may include, but are not limited to, the following:

1. To improve efficiency and accommodate the overall needs of the District.
2. To use skills and talents at the management level most effectively.
3. To provide opportunities for professional growth.
4. To provide an opportunity for evaluating a management employee in a different school or location.

Administrators in identical positions shall be subject to rotation of assignments on a lateral basis. With Board approval, the Superintendent or designee shall rotate these administrators as deemed appropriate.

Principal Rotation

It shall be the policy of Capistrano Unified School District to review the principalship assignment of each principal within the District every year.

Transfer of principals from one school assignment to another shall be accomplished to enhance the overall educational program through the implementation of new concepts and leadership. In addition to the advantages to the educational program, it is expected to enable them to more effectively administer the programs and philosophies of this District.

TRANSFERS (continued)

The Board agrees with the concept of periodically rotating principals in their assignments. Although principal rotation/transfer may occur at any time, the benchmark of five years in one principalship assignment will result in direct consideration for transfer rotation at that time. If circumstances exist, which in the judgment of the Superintendent would be in the greater interest of the school and the principal to defer rotation/transfer, the Superintendent may exercise the option to defer such a rotation/transfer.

However, the possibility of rotation/transfer will be under active consideration after the end of the fifth year in one principalship assignment and at the conclusion of each year thereafter, in the same assignment.

Legal Reference:

EDUCATION CODE

35035 Additional powers and duties of superintendent

Hentschke v. Sink (1973) 34 Cal.App. 3d 19