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ASSIGNMENT; TRANSFER

The superintendent shall make certified staff assignments and support staff assignments in the manner best calculated, in his/her judgment, to enhance the educational program and/or facilitate the efficient operations of the district.

Teaching, supervisory, administrative and support personnel are subject to assignment and transfer after recommendation of the superintendent and approval by the board of education. Procedures for such transfers shall comply with provisions of current negotiated agreements and state and federal law. Particular attention shall be paid to ensuring to the extent possible that there shall be equivalence of teachers and administrative staff among the schools. Discrimination in assignment, transfer and promotion shall not be tolerated (see Board Policies 2224, 4111 and 4111.1/4211.1).

The Superintendent or his/her designee shall monitor district promotion, assignment and transfer practices to ensure nondiscrimination.

First Reading: November 3, 2016  
Second Reading: November 21, 2016  
Adopted: November 21, 2016

Key Words

Personnel Assignment, Personnel Transfer, Assignment and Transfer, Assignment, Transfer

**Legal References:**    N.J.S.A. 18A:25-1                      Transfer of teaching staff members  
                                 N.J.S.A. 18A:27-4                      Power of boards of education to make rules governing employment of teacher  
                                 N.J.S.A. 18A:27-4.1                      Appointment, transfer, removal, or renewal of officers and employees; exceptions  
                                 N.J.S.A. 18A:59-1 through -3                      Apportionment and distribution of federal funds; exceptions  
                                 N.J.S.A. 34:13A-1 et seq.                      New Jersey Employer-Employee Relations Act  
                                 See particularly:  
                                 N.J.S.A. 34:13A-23, -25, -27, -29  
                                 N.J.A.C. 6A:7-1.1 et seq.                      Managing for Equality and Equity in Education

ASSIGNMENT; TRANSFER (continued)

N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts  
 42 U.S.C.A. 2000d - 2000d4 - Title VI of the Civil Rights Act of 1964  
 20 U.S.C.A. 1681 - Title IX of the Education Amendments of 1972  
 29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973  
 20 U.S.C.A. 1401 et seq. - Individuals with Disabilities Education Act Hawkins-Stafford Elementary and Secondary School Improvement Act of 1988, (Pub. L. No. 100-297) amending Elementary and Secondary Education Act of 1965.  
 34 CFR 200.1 to 200.89 - Part 200  
 34 CFR Part 204  
Ridgefield Park Education Association v. Ridgefield Park Board of Education, 78 N.J. 144 (1978)  
 The Comprehensive Equity Plan, New Jersey State Department of Education Division

**Possible****Cross References:**

|                |  |
|----------------|--|
| *2224          | Nondiscrimination/affirmative action                           |
| *3220/3230     | State funds; federal funds                                     |
| *4111          | Recruitment, selection and hiring                              |
| *4111.1/4211.1 | Nondiscrimination/affirmative action                           |
| *4131/4131.1   | Staff development; inservice education/visitations/conferences |
| *5145.4        | Equal educational opportunity                                  |
| *6121          | Nondiscrimination/affirmative action                           |
| *6141          | Curriculum design/development                                  |
| *6145          | Extracurricular activities                                     |
| *6160          | Instructional services and resources                           |
| *6171.3        | At-risk and Title 1  |
| *6171.4        | Special education  |

\*Indicates policy is included in the Critical Policy Reference Manual.