
Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

Superintendent's Authority

All personnel are employed subject to assignment and reassignment by the Superintendent or designee, including reassignment necessary during an investigation of alleged misconduct, when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Any employee may request reassignment within the District to another position for which he or she is qualified.

Demotion

A contract employee who is demoted during the term of the contract shall be afforded appropriate due process, including notice and a hearing before an independent hearing examiner under the procedural provisions of DFD(LEGAL). An employee accepting a demotional assignment in lieu of termination shall waive in writing the right to a hearing as specified.

Campus Assignments

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

In accordance with the District's local innovation plan exemption regarding SBEC certification [see DBA], the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience, formal training and education, or relevant industry licensure, certification, or registration to teach a hard-to-fill or high-demand course. In addition, the Superintendent has the authority to identify additional teaching areas for which state certification will not be required. The Superintendent shall exercise this authority only when and while a qualified, state-certified teacher is not available. All other teaching assignments shall require certification in accordance with state law. [See DBA]

Evaluating /
Supervising
Relatives

District employees with responsibility for evaluating or supervising other District personnel shall not evaluate or supervise relatives within the first or second degree by blood relationship or marriage relationship. [See DBE(EXHIBIT) and DN series]

ASSIGNMENT AND SCHEDULES

DK
(LOCAL)

Assignment of
Relatives

Insofar as possible, relatives who are employed by the District shall be assigned to different schools.

Supplemental Duties

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

**Work Calendars and
Schedules**

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB]

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

¹ Innovation Plan: http://www.staffordmsd.org/a_b_o_u_t_u_s/innovation