

PROPOSED REVISIONS

ASSIGNMENT SUPERINTENDENT'S AUTHORITY

Except for the internal auditor, All personnel are employed subject to assignment and reassignment by the Superintendent or designee **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,** ~~except to the extent authority has been retained by the Board, as provided below.~~

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

TRANSFERS AND REASSIGNMENTS

~~The Superintendent shall have the sole authority to select and employ all contract and noncontract staff, except for the internal auditor and subject to the District's salary schedule and budget as approved by the Board, including the authority to organize, reorganize, arrange, direct, assign, reassign, and transfer all staff in the manner that best serves the District. Further, the Superintendent shall have the authority to terminate or nonrenew all staff, other than contract staff covered by Subchapters C, D, E, F, and G, Chapter 21, Texas Education Code and any other administrators who are not covered by Chapter 21, Texas Education Code.~~

Prior to publicly announcing the assignment, reassignment, or transfer of the administration's senior staff as defined hereinafter, the Superintendent shall inform the Board ~~of said assignment, reassignment, or transfer.~~ The administration's senior staff is defined as the chief executive officer, deputy superintendent, chief financial officer, associate superintendent, assistant superintendent, general counsel, and their equivalents.

~~Further, the Superintendent shall develop and implement administrative procedures, rules, and regulations that the Superintendent believes necessary for the efficient and effective operation of the District and that are consistent with Board policies and state and federal law.~~

Subject to the preceding provisions on assignment, the Superintendent may appoint an employee to fill a vacant position by a lateral transfer or reassignment. A transfer or reassignment shall be considered "lateral" when the previous position held by the employee and the new position have the same pay grade or level and the same number of days on duty.

ASSIGNMENT AND SCHEDULES

DK
(LOCAL)

CAMPUS
ASSIGNMENTS

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment and shall be submitted to the Superintendent or designee (human resources associate superintendent or designated director) for review. Central office staff and principals shall work cooperatively in making and approving assignments to campuses to ensure the efficient operation of the District as a whole.

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.

ADMINISTRATOR
ASSIGNMENT REVIEW

To encourage and facilitate the continuing professional development of each administrative staff member, the Board directs the Superintendent to provide a process that allows for new challenges and a variety of assignments by reassignment or promotion of administrators.

The rotation, reassignment, and possible promotion of personnel should provide for the flexibility of assignment between schools and administrative or teaching assignments.

At all times, the Board shall favor a flexible administrative schedule that allows for excellence in classroom teaching.

WORK SCHEDULES

The Superintendent shall establish work schedules and shall provide for absences and other conditions of work in keeping with the Board's policies. Working conditions shall be designed to promote excellent physical and mental health of all employees.