

ASSIGNMENT AND TRANSFER - PROFESSIONAL PERSONNEL

Vacancies and intended promotions, which shall occur from time to time throughout the school system, shall be publicly announced in the system by listing in Administrative Bulletins issued periodically by the Superintendent's Office. Adequate publication of vacancies by the Superintendent shall consist of a notice placed on the Association bulletin board in every school as far in advance of the appointment as possible. During the summer months of July and August, written notice of vacancies shall be furnished to the Teachers Association.

In both situations, qualifications of each position, its duties, and the rate of compensation shall be clearly set forth. Qualifications set forth for particular positions will not be changed when future vacancies occur, unless the Association has been notified in advance of such changes and the reasons therefore. No vacancy shall be filled during the months of July and August within twenty-one (21) calendar days from the date the notice was given to the Association.

All qualified teachers will be given adequate opportunity to make application for such position, and the Committee agrees to give due weight and consideration to the professional background and attainments of all applicants, including areas of competence, fields of study, quality of performance, professional dedication, personality, and length of service in the Fairhaven School System. In filling such vacancies, judgmental preference will be given to present employees making application. Appointments will not be made earlier than ten (10) school days or twenty-one (21) calendar days during July and August after making the announcement, unless conditions exist making this impossible, in which case these conditions will be stated in the announcement and a deadline will be established. Applicants from within the system will receive a written notification of the decision of the School Committee.

All appointments will be made without regard to race, creed, color, religion, national origin, sex, or marital status.

Adopted: March 8, 1961

Revised: September 1, 1969

Reference: Article XII, Unit A Contract