SCHOOL PRINCIPAL AND TEACHER REASSIGNMENT
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In the public sector, school principals and teachers have the opportunity to be transferred to other stations. Depending upon the vacancy, they may request to transfer to another school which will make their day to day working conditions easier as they believe so. For school principals, they are transferred to other schools in the district or even in the division every five years. This is to show that they are transparent and have no vested interest in the school they are presently acquainted with. For teachers as long as they want to stay in their station, they may opt to do so as long as they perform their duties accordingly.

While efforts shall be exhausted to secure the consent of a teacher to be transferred, there are certain conditions which can validly be considered as “in the exigency of the service” and transfers may be made even without the consent of the teacher. These include the following:
When the pupil/student-teacher ratio of the school is below 35:1 for elementary and 27:1 for secondary level, except when the school is implementing multigrade classes; When there is a considerable decrease in enrolment in certain schools arising from evacuation due to armed conflict, national disasters, resettlement of families, closure of large private firms in the area, and other similar circumstances; or When the teacher is declared excess by the principal/school head (SH) and his/her expertise/area of specialization is needed in another school/district/division.

The usual reason why a school head and teacher request to transfer is because of the distance of the present station from their residence. The travel time and the transportation expenses are the factors to consider. In addition, Section 11 of Republic Act 4670 states:
Whenever possible, the proper authorities shall take all steps to enable married couples, both of whom are public school teachers, to be employed in the same locality.
Magna Carta promotes social and economic status of public school teachers. Employing married couples in the same locality will give them the benefit to save additional expenses and effort that may occur if they are employed in different vicinity. Their travel from one place to another including the related hardships that would be undertaken will somehow affect their routine. Eventually, helping married couples in their living and working conditions, will most likely improve their performance in return. They can save time, transportation expenses and effort and be able to allot more of those in teaching.

Whether a school head or a teacher, anyone experiences adjustment when he is assigned to other stations. New working environment, new staff to deal with, new superior, and a whole lot more; it seems like starting all over again. However, as professionals, everyone should bear in mind that the clientele should never be affected on reassignment. Though it is believed that reassignment may rate an effect on the work performance of both teachers and school head, still, the two should endeavor to contribute to school progress.

Reference:
DO 22, s. 2013 - Revised Guidelines on the Transfer of Teachers from One Station to Another
Republic Act No. 4670 - Magna Carta for Public School Teachers

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