

District	Guaranteed Transfer	Notes	Guaranteed Language Considered
Bradford	No		
Brevard	No	Principals may not hire external candidates until all Annual Contract teachers have been placed.	No
Charlotte	No		No
Flagler	No		No
Gadsden	No	Seniority is deciding factor in assignments for voluntary transfer, but not guaranteed. Refer to CBA Section C. Transfer and Reassignment	
Hendry	No		No
Hillsborough	No		No
Lee	Yes	Transfers will be allowed under certain conditions. Refer to CBA Section 9.01 VOLUNTARY TRANSFER TO ANOTHER SCHOOL	Yes
Marion	Yes	Jobs posted internally for 2 weeks to allow current employees opportunity to transfer prior to external candidates being hired	
Miami-Dade	No	Not guaranteed, however offers current teachers the opportunity to apply for transfer to fill vacancies at other school sites. Refer to CBA Article XII, Section 7	No
Monroe	Yes	Refer to CBA Article XIV, Section 1 Voluntary Transfers	Yes
Okeechobee	Yes	Guaranteed interview and seniority with district is "primary consideration"	Yes
Orange	No		No
Osceola	Yes	Teachers on the transfer list shall be considered first for any vacant instructional position for which they apply, however the receiving principal will make the final recommendation.	Yes
Palm	No		No
Pasco	No		No
Polk	No	Preference given to qualified teachers in Polk County School System, but this does not preclude qualified persons from outside the system being considered and recommended.	No
Putnam	No		
Seminole	No		No
Wakulla	No		

Alachua Notes:

1. In districts where “Guaranteed transfer” was marked, it was more of a case where currently employed teachers were given priority or primary consideration in the filling of any vacant instructional position.
2. Alachua has just ratified the 2015-2016 contract with language that allows for an early hiring window for principals (This year: April 19-May 16). Any vacancies filled during that time must be filled with at least 33% transfers who meet the certification and highly qualified requirements for the position; must have been at their current location for at least 4 years; and have Highly Effective or Effective on final appraisal for the past 3 years. After the early hiring window, there are no transfer restrictions at all.
3. Most districts have some type of transfer protocol and procedures regardless of whether or not the transfer would be guaranteed.