

# **TABCO MEMBERS**

## **BCPS Transfer Process Guide**

**What's it all about?**

- \* Voluntary Transfer
- \* Involuntary Transfer
- \* Potential Priority Transfer
- \* Priority Transfer

**What are your rights and responsibilities?**

This information has been put together by TABCO to assist members through the voluntary and involuntary transfer process in Baltimore County. If you have any questions or need assistance, please contact your UniServ Director at [tabco.org](http://tabco.org).

**Membership Pays!**

**Updated April 2026**

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## Introduction

Dear TABCO Members,

You are a member of an association that services all the certificated educators in Baltimore County. It is my honor to advocate on your behalf on issues impacting the teaching and learning environment in all our schools individually and as the 22<sup>nd</sup> largest school system in the United States.

TABCO's Board of Directors and UniServ staff work very hard to represent you – the dedicated professionals in the field – in the decision-making process at all levels. In the political arena, in the media, with BCPS officials, and wherever we can be, we work toward the goal of continually bettering our profession and your lives. I am proud to be your president and to work in solidarity with not just the TABCO Board and UniServ staff, but all TABCO members

One of our key roles is to educate our members as to their rights in all aspects of the profession. Our rights are written in detail in the Master Agreement that we negotiate each year. As with any large school system, we must maintain and enforce our rights. That is why we are here to advocate and work on your behalf.

This Transfer Process Guide is intended to assist members in their decision-making as they decide to enter the transfer process or for members who are forced into the process due to staffing decisions made at each school site. With the information in this document, we tried to be as inclusive as possible and tried to provide you with as many resources as possible to make the process as beneficial as we can make it under state law.

As you go through the voluntary or involuntary (priority transfer/administrative) process, please refer to the information contained in this document. More importantly don't hesitate to contact your UniServ Director at TABCO for assistance throughout the process.

Our strength is in our numbers; we are stronger together. We hope this helps to strengthen each of our TABCO members throughout the transfer process.

Sincerely,



Kelly J. Olds

TABCO President

**Master Agreement Language**  
**Effective July 1, 2024 – June 30, 2027**  
(updated July 1, 2024)

\*Note: The terms “excess transfer” and “priority transfer” are used interchangeably.

**ARTICLE XIV**

**Transfers and Assignments**

**General**

**14.1** Any educator transferred during the school year to a new school shall be allowed up to two (2) duty days in the school without teaching or other assigned responsibilities for the purpose of packing the materials from the former classroom and establishing the classroom in the new school. The Board will move the educator's materials upon request.

**14.1.1** Any educator reassigned during the school year to a new position within the school shall be allowed two (2) duty days without teaching for the purposes of preparing for the new assignment. Whenever possible, no other responsibilities will be assigned.

**14.1.2** The Board may identify any vacant positions as reserved to be filled by a newly hired educator rather than through the transfer process.

**Voluntary**

**14.2** Educators who want to be considered for a transfer to another school shall file a written statement requesting such consideration with the appropriate personnel officer not later than the established deadline; or within seven (7) days after learning that they are to be involuntarily reassigned for the next school year if such knowledge occurs after submission of the Declaration of Teaching Intention (DOI) Form. Any transfer requests submitted after the established deadline shall not require reconsideration or change of any other transfer decision made by the Board prior to receipt of such request.

**14.2.1** Any educator requesting a voluntary transfer shall have their request submitted to supervisors/administrators at work sites to which they have requested a transfer.

**14.2.2** Vacancies will be entered by the Chief Human Resources Officer or designee onto the BCPS Web site that will be updated at least weekly.

**14.2.3** The Department of Human Resources will publish information describing the transfer procedures, including timelines and telephone numbers, on the BCPS Web site.

**14.2.4** For any position that becomes vacant, the supervisor/administrator should consider voluntary transfer candidates for a transfer prior to offering the position to a new hire.

**Master Agreement Language**  
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(updated July 1, 2024)

**14.2.5** Educators who have requested a voluntary transfer or reassignment shall be notified in writing by letter or email, by three (3) duty days prior to the last duty day of the school year for educators, of the action taken by the Department of Human Resources on said transfer or reassignment. This action will include: the granting of the transfer or reassignment or, in the absence of the action specified, it will indicate that the request is being held in abeyance with the possibility it can be granted within a reasonable period of time. All requests for voluntary transfers that have not been granted shall remain active until August 1 and may be considered after that date. When a vacancy occurs during the school year and a long-term substitute educator occupies the vacancy through the end of the school year, consideration will be given to those educators who requested a transfer to that school during the current voluntary transfer period. This consideration will occur prior to the position being offered to a new hire or any long-term substitute. In the case that the position is filled by a voluntary transfer educator, this transfer will not count toward the receiving school's transfer limit.

**Involuntary/Excess**

**14.3** When an involuntary transfer is necessary due to excess staffing, the following procedures shall apply:

**14.3.1** The supervisor/administrator, with the approval of the Executive Director, shall determine which tenured or highly effective or effective second year probationary educator is to be involuntarily transferred based on the best interests of the students and the program of instruction.

**14.3.2** An educator, who is subject to partial involuntary transfer, shall be reassigned to one school when administratively feasible subject to the provisions of this section of this Agreement.

**14.3.3** An excess educator, who so desires, may be returned to their previous school if an appropriate vacancy occurs by July 25, or later if the educator has not been assigned elsewhere. Consideration may be given if the vacancy occurs after July 25.

**14.3.4** When a part-time position, including one which is part of a split assignment expands to a greater FTE, the Board shall offer the new position to the incumbent educator who held the part-time position if the educator's performance is effective, and the expansion is within the limits of the total staffing allotment. If the incumbent educator is offered and refuses to accept the expanded position, then the Board may involuntarily transfer that educator so that another educator may be assigned to the total position.

**14.3.5** Educators in closed schools or schools where students are involved in the opening of a new school will be given the opportunity to transfer to vacancies made available as a result of the closing or opening prior to any other transfer considerations. Such educators will be offered the opportunity to transfer to schools receiving students from their school or to positions in other schools which have been created as a result of boundary lines being re-drawn because of the closing or opening. The voluntary transfer considerations shall be used to select from among the educators. Any educator declining or not receiving such a transfer opportunity may be declared excess if necessary and handled as an involuntary transfer in accordance with the other provisions of this Article.

**Master Agreement Language**  
**Effective July 1, 2024 – June 30, 2027**  
(updated July 1, 2024)

**14.3.6** In effecting voluntary transfers and involuntary transfers of excess educators, whenever possible, voluntary transfer requests will not be acted upon prior to the identification of excess educators. Involuntarily transferred excess educators may submit a list of schools, in preferential order, for which they wish to be considered for placement. Every effort will be made to honor their preference. Should such a placement not be available by July 25, the remaining educators shall then choose placement from any remaining appropriate positions. On July 25, the Association shall receive notification of all educators not placed and all positions available. A lottery shall be held five (5) working days after July 25 to determine the order in which educators are given their choice of available positions. An Association representative will be allowed to attend the lottery.

**14.3.7** An involuntary/excess transfer will be made only after a meeting between the educator and the appropriate supervisor/administrator at which time the educator shall be notified of the reason for the transfer.

**Involuntary/Administrative**

**14.4** Involuntary transfers may be made by the Superintendent, as the needs of the schools require.

**14.4.1** When an educator is involuntarily transferred, they shall be given the opportunity to make known their wishes regarding a new assignment by submitting a list of schools in preferential order for which they wish to be considered.

**14.4.2** Notification of an involuntary transfer will be given to an educator as soon as possible but not less than twenty (20) calendar days, except in case of emergency, in advance of the intended transfer.

**14.4.3** An involuntary/administrative transfer will be made only after a meeting between the educator and the appropriate supervisor/administrator at which time the educator shall be notified of the reason for the transfer.

**Assignment Out of Field**

**14.5** An educator holding a Standard or Advanced Professional Certificate who accepts a transfer to a position out of their teaching field to accommodate the needs of the school system shall be paid the salary they would have received if assigned in their teaching field, provided that, by the beginning of the third year, and each succeeding year, they presents at least six (6) semester hours of college credit toward certification in the new teaching field. The educator so assigned shall retain their regular contract while teaching with a conditional certificate.

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**Notification of Assignment**

**14.6** Every educator on active pay status shall be given a written notice of their proposed school assignment and general teaching responsibility, including grade(s), for the forthcoming year by the last duty day of the preceding school year and given reasons for any change. In the event that changes in the assignments must be made after the assignments have been announced, the appropriate supervisor/administrator will mail promptly a written communication to the educator identifying the change and the reason(s) for the change. The educator will be responsible for providing an address at which they can be reached.

**14.6.1.1** No educator will be reassigned to different teaching responsibilities unless the supervisor/administrator has first conferred with the educator, giving reasons for the proposed change, and has considered the educator's input. Once a decision is made, the educator shall be notified of the decision as soon as possible. When the educator is unavailable for such a conference, a written communication will be mailed promptly to notify the educator of the reassignment and the reasons for the change.

**14.6.2** No changes will be made in any assignment after August 15 preceding the commencement of the school year unless an emergency situation requires same.

**14.6.2.1** In the event of an emergency situation, educators will be given at least two choices of assignment and BCPS will make every effort to assign the educator to a location which matches their certification at a distance no farther than their previous work assignment commute.

# BALTIMORE COUNTY PUBLIC SCHOOLS

## *Department of Human Resources Recruitment and Staffing*

### **Transfer Types**

#### **PRIORITY TRANSFER TEACHERS**

- Identified on School Organization Worksheet through “position deleted/potential surplus” reason
- Inform teachers
- Reabsorbed into school as openings occur prior to and during transfer process
- Must remain at school if assignment for which certificated becomes available  
**Reminder:** If a teacher holds certification in more than one content area, the teacher must be reabsorbed into the vacancy when any of the content areas become open prior/during the transfer process.

#### **VOLUNTARY TRANSFERS**

Available for consideration/identification by principals based on:

- Declaration of Teaching Intent Forms
- Transfer Fair
- Staffing Review Meetings
- Summer Selection

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**BALTIMORE COUNTY PUBLIC SCHOOLS**  
*Department of Staffing and Licensure*  
**Identifying and Selecting Priority Transfer Teacher(s)**

**Priority Transfer Teacher (PTT) Selection Criteria**

PTT guidelines will be used by administrators when selecting teachers to be involuntarily transferred from schools due to staffing reductions/changes.

The integrity of administrators and the consistent application of the selection criteria will ensure that low-performing teachers remain in a location where they continue to receive the support and observations they need. This allows teachers to have greater continuity in their professional growth, evaluation, and assignment.

**To identify anyone as a PTT, the position must be reduced by 0.4 FTE or more.**

**The following should be kept in mind when selecting a PTT:**

- Any teacher who meets the minimum requirements of a PTT, and volunteers to be PTT on their DOI must be selected first if reductions are made to the content area in which they are assigned.
- Teachers may be selected as a priority transfer only when there is not a certificated position available for them, for which they qualify, at the current school, and no one else in that content area has volunteered to be PTT.
- When a part-time position, including one which is part of a split assignment, expands to a greater FTE (Full Time Equivalent), the new larger FTE position shall be offered to the incumbent teacher who held the part-time position if the teacher's performance is effective, and the expansion is within the limits of the total staffing allotment.
  - If the incumbent teacher is offered an increased FTE at more than one of the schools in their current split assignment, they can choose which school they want to increase.
  - If the incumbent teacher is offered and refuses the expanded position, then the teacher may be identified as a priority transfer, so another teacher may be assigned to the total position.
- In accordance with *TABCO (Teachers Association of Baltimore County) Master Agreement 14.3.3 – Involuntary/Excess*, PTTs may return to their former school(s) if a position becomes available at the teacher's former school on or before July 25, 2026.

**To be eligible for selection as a priority transfer, teachers must meet all the following criteria:**

- **The teacher is tenured, effective August of the upcoming school year, and at their current school for a minimum of 3 years.**
- **Last mid-year and final evaluation are highly effective or effective.**
- **The teacher has not been on an assistance plan in the last 2 years.**

**OR**

**A non-tenured teacher at the current school for 2 years may be selected if the following criteria are met:**

- **Last mid-year and final evaluation are highly effective or effective.**
- **The teacher has not been on an assistance plan in the last 2 years.**

Any request for exceptions must be approved by the principal's executive director and the director of staffing.

## BALTIMORE COUNTY PUBLIC SCHOOLS

### *Department of Staffing and Licensure*

**\*NOTE\* Prior to identifying a teacher who is currently on any type of leave as a PTT, Principals must contact the appropriate HR officer.**

Principals must complete the electronic Smartsheet *Priority Transfer Teacher Form* for each teacher designated as a PTT on the organization worksheet. The PTT should be identified on the organization worksheet by zeroing out their current FTE and choosing the appropriate PTT reason in the drop down.

**Any reduction of a position to any FTE of less than 0.5 FTE requires approval by the appropriate executive director and the Director of Staffing and Licensure.**

All *Priority Transfer Teacher Forms* must be submitted by principals to the appropriate executive director for review and approval. All *Priority Transfer Teacher Forms* will be reviewed and approved by the ED and the HRO.

#### **Completing and Submitting the Priority Transfer Teacher Form**

1. A [\*Priority Transfer Teacher Form\*](#) must be completed by the principal for **each** recommended PTT by **April 15, 2026**, for approval.
2. The ED will review the form and ensure that each proposed PTT meets the required criteria.
3. When approved by the ED, the principal will receive an email notification.
4. If the PTT is not approved, the principal will receive an email notification. The principal should contact the ED for further directions, if necessary.
5. If the principal needs to request an alternate teacher to be identified as PTT, they will complete a new electronic *Priority Transfer Teacher Form* for the newly identified teacher.

#### **Selecting Priority Transfer Teachers**

A list of all identified PTTs will be made available to principals, assistant principals, and staff designated by school principals in the School Based Staffing group in Schoology. The document in Schoology, titled *2026 Priority Transfer Teachers*, will be updated by the HROs as priority transfer/return from leave teachers are identified and individual placements are made.

**Principals should continue to refer to the *2026 Priority Transfer Teachers* list as posted in Schoology for the most current list of teachers who are available for selection.**

**PTTs will have access to vacancies through the Priority Transfer notification letter.**

## Voluntary Transfer Limits

Baltimore County Public Schools (BCPS) continues to address the concerns of teachers, parents, school system leaders, and other stakeholders regarding the disproportionate number of novice teachers in schools. Attrition and turnover at these schools can create imbalances in the number of faculty available to provide stability, leadership, and mentoring to beginning teachers. These imbalances can create potential inequities for students. Too often, it is possible for a student to have beginning teachers for several consecutive years. In schools with excessive numbers of novice teachers, administrators spend a disproportionate amount of time on the observation and evaluation process. High turnover results in instability that makes it difficult to establish a consistent core of quality instruction and a climate that is beneficial to students and faculty.

With the goal of better stabilizing an appropriate mix of experienced and novice teachers in all schools, the number of voluntary transfers that can be made into schools of greater stability will be identified following a staffing history review. The criteria on which the transfer limits are based are:

- Economic factors.
- Percentage of non-highly qualified teachers in the school.
- Retention rate of teachers in the school.
- Years of experience of teachers in the school; and
- Special needs in the school as identified by the appropriate executive director.

The rationale for limiting incoming transfers into schools with more seasoned faculty members and fewer challenges around student achievement and mobility includes:

- Guiding the movement of more experienced teachers to schools with the greatest need where their experience will better enable targeted schools to nurture novice teachers.
- Increasing the proportion of experienced teachers in targeted schools to enhance student achievement and school improvement in these schools.
- Limiting the number of transfers into non-targeted schools to facilitate an infusion of novice teachers into those schools with faculties best prepared to assist in their development.
- Increasing the proportion of novice teachers in non-targeted schools to provide an infusion of recent baccalaureate and post-baccalaureate experience for these schools.

Guidelines regarding voluntary transfers will be determined based on staffing history. The executive directors will identify the transfer limits. Limits will be in line with the justification of assuring equity of staff in all schools regarding voluntary transfers. Principals should address questions concerning voluntary transfer limits with their executive director.

**Transfer limit information will be posted on *Schoology* in the HR School Based Staffing group Resource folder.**

*A transfer of a teacher from a non-specialist assignment to a specialist assignment (e.g., Library Media or Reading Specialist); a split assignment; or assignment of a teacher to a SDT or DC assignment, will not count towards the voluntary transfer limit.*

# WHO TO CONTACT

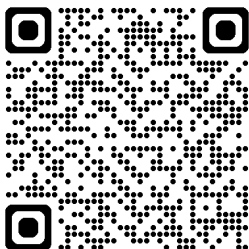
Who Do I Contact Regarding	Office Information	Resources
Employment Verification	<p><i>Current Employees</i></p> <p>Office of Payroll 443-809-4240</p> <p><i>Former Certificated Employees</i></p> <p>Office of Certification 443-809-4147</p>	<ul style="list-style-type: none"> <li>• Verification of Income/ Employment</li> <li>• Mortgage Verifications</li> <li>• Verification of Teaching Experience</li> <li>• Teacher Loan Forgiveness and Requests</li> </ul>
Tech Support Needs (BCPS credential issues, Schoology/Focus log-in issues, etc.)	<p><i>Help Desk</i></p> <p>443-809-4672</p>	<p><a href="#">Technology Support Request Form</a></p>
One-Card (Badge) Issues	<p>New Employees 443-809-8400</p> <p>Current Employees Department of School Safety 443-809-4360</p>	<p>A One-card (badge) is provided to new employees to BCPS during Orientation (Badges and Benefits).</p> <p><a href="#">Fact Sheet</a></p>
Professional Development	<p>Department of Organizational Development 443-809-0363</p>	<p><a href="#">Teacher Development</a></p> <p><a href="#">Leadership Development</a></p>
FMLA	<p><a href="#">Office of Employee Absence Management</a></p> <p>443-809-4133</p>	<p><a href="#">FMLA Information</a></p> <p><a href="#">Leaves of Absences</a></p>
Retiree Information	<p><a href="#">Office of Retirement</a></p> <p>443-809-8949</p>	<p><a href="#">Retirement Resources</a></p>
(New Hire Pension Enrollments, Service and Disability Retirements, 403b and 457b Plans)		
Benefit Changes (Active and Retiree Benefits)	<p><a href="#">Office of Benefits</a></p> <p>443-809-8943</p>	

# WHO TO CONTACT

Who Do I Contact Regarding	Office Information	Resources
ADA Accommodations	<a href="#">Office of Equal Employment Opportunity</a> 443-809-8937	<a href="#">Submit a Request</a>
House Bill 486 Forms	<i>Former Employees</i> Office of Employment Dispute Resolution 443-809-8936	<a href="#">Email</a>
EEO Complaints	<a href="#">Office of Equal Employment Opportunity</a> 443-809-8937	<a href="#">Submit a Complaint</a>
Employee Absence Process (Integrated Disability Management (IDM) Program and Employee Attendance Monitoring Program (EAMP))	Office of Employee Absence Management 443-809-4133	<a href="#">IDM Process and Procedures</a> <a href="#">EAMP Process and Procedures</a>
Employee Assistance Program	<a href="#">Website</a> 443-809-5414	<a href="#">Cigna Resource</a> Employer ID: baltimore  For confidential assistance and work/life referrals 1-888-431-4334
Tuition and License Reimbursement	<a href="#">Office of Educator Licensure</a> 443-809-4147  Or 443-809-5768	
Growth Chart	<a href="#">Office of Educator Licensure</a> 443-809-4147  Or 443-809-5768	

# WHO TO CONTACT

Who Do I Contact Regarding	Office Information	Resources
Job Openings (Vacancies, application/position Updates)	Office of Staffing 443-809-7874 See below for specific position contact information.	<a href="#">Career Page</a>
Substitutes (Daily and Long-Term Substitute Teachers, Administrators, and Paraeducators)	Office of Temporary Services 443-809-8954	<a href="#">Substitute Teachers - Kelly Education Services</a>  <a href="#">SmartFind Express</a>
SmartFindExpress Help Desk	Monday through Friday 6:00 a.m.–4:45 p.m. 443 809 8954 and 443 809 8952, Option 2	
<a href="#">Kelly Education</a>	443-992-4210	<a href="#">BCPS and Kelly Education Information</a>
Recruitment Events		<a href="#">Teacher Recruitment Events</a>



View **“Who To Contact”** on the BCPS Human Resources page with hyperlinks

## STAFFING CALENDAR—SPRING/SUMMER 2026

Friday, May 1, 2026	<b>The state of Maryland contractual deadline for <u>non-tenured</u> teachers to resign without prejudice.</b>
Tuesday, May 5, 2026	<b>East Zone Spring Job Fair</b> for identified PTTs, Voluntary Transfers, and New Hires  <b>Time: 4:30-7:00 pm</b> <b>Location: Dundalk High</b> <b>Set-up: 3:30-4:15 pm</b>
Wednesday, May 6, 2026	<b>West Zone Spring Job Fair</b> for identified PTTs, Voluntary Transfers, and New Hires  <b>Time: 4:30-7:00 pm</b> <b>Location: Catonsville High</b> <b>Set-up: 3:30-4:15 pm</b>
Thursday, May 7, 2026	<b>Central Zone Spring Job Fair</b> for identified PTTs, Voluntary Transfers, and New Hires  <b>Time: 4:30-7:00 pm</b> <b>Location: Carver Center for Arts and Technology</b> <b>Set-up: 3:30-4:15 pm</b>
Monday, May 18, 2026 (Secondary) Tuesday, May 19, 2026 (Elementary)	If necessary, EDs will meet with the HROs to recommend placement for any remaining priority transfers (teachers and paraeducators).  Notification of assignments of remaining priority transfer placements will begin following the meeting with EDs.  Any unplaced priority transfers (teachers and paraeducators) will be placed by HR as vacancies occur.
Friday, June 26, 2026	Projected date to staff all known vacancies at Priority & Title I schools.
<b>Wednesday, July 15, 2026</b>	<b>The State of Maryland deadline for <u>tenured</u> teachers to resign without prejudice.</b>
Saturday, July 25, 2026	Last day for Priority Transfers to return to their former assignment.
Monday, July 27, 2026	Lottery date for any remaining TABCO PTTs, if necessary.
Friday, July 31, 2026	<b>Last day for voluntary transfers.</b>

## **Questions and Answers**

### **How do I place my name in for a voluntary transfer?**

*Every employee received an electronic Declaration of Intent form (DOI). You must indicate on the “DOI” your desire to voluntarily transfer from your current assignment. If you decide to transfer after the deadline for the “DOI,” then you must submit an amendment electronically.*

### **If I put on my “DOI” that I plan to stay in my current assignment for next year, what is the last date on which I can amend my “DOI”?**

*You had until January 31 to submit your “DOI” so you can be included in the county-wide dissemination of the list of employees seeking transfer. After that date, you can electronically amend your form until July 31, and that information will be accessible by administrators.*

### **If I choose to put in for a voluntary transfer, how many schools can I list on the “DOI”?**

*The “DOI” provides for you to list 10 schools in priority order.*

### **After I submit my “DOI” and indicate I want a transfer, what should I do next?**

*You should first prepare a resume and have copies available. When preparing your resume, it is best to request a growth chart from certification to insure they have all of your endorsements and credits applied accurately. Then you should frequently monitor the BCPS website for job vacancies, and network with colleagues in other schools to find out if schools you listed have potential vacancies. You should plan to attend the Transfer Fairs. You are also encouraged to call and meet with the principals in the schools you are wishing to transfer into and provide them with a resume. Principals are not required to set up interviews, but many are willing to interview potential staff. Teachers must take an active role in securing their voluntary transfer.*

### **What happens if I find a principal who wants me to transfer into the school and it is one of the schools I listed on my “DOI”?**

*These matches are considered a “perfect match,” and will likely be acted upon when administrators meet with representatives from HR during “Staffing Review Week.” If it is determined through that review that you will be a “perfect match,” your transfer will be confirmed by Human Resources personnel.*

### **When do I know I am officially transferred to a new school/site?**

*When you are notified by someone from the Human Resources Staff, your transfer is official. The principal or other administrators do not have the authority to make the final decision. Only the Human Resources department can finalize the transfer.*

### **When will I know if my transfer was granted?**

*Master Agreement Article 14.2.5 explains the notification process of voluntary transfers.*

### **What obstacles are there in obtaining a voluntary transfer?**

*Voluntary transfers are considered after all priority transfers have been placed. Personnel officers recruit all year long and have “highly qualified” candidates to fill most positions. Those seeking a transfer should check in frequently with the personnel officer covering his/her/*

## **Questions and Answers**

*their/zir school/subject area to inquire about the candidate pool and the progress on his/her/their/zir transfer. It is important to keep the TABCO UniServ Director for your school informed of obstacles you run into during the transfer process so they can help members work through the process.*

### **If I indicate that I want a voluntary transfer, am I obligated to transfer if a school is offered to me?**

*No, you are not obligated to accept a voluntary transfer that is offered to you by an administrator.*

### **If I am a non-tenured teacher, can I put in for a voluntary transfer?**

*At least for the 26-27 school year, non-tenured teachers may request transfer if their overall rating is effective or developing.*

### **When will I be notified that I am officially involuntarily transferred or priority transferred from a school?**

*The Department of Human Resources will send out priority transfer notification and response forms to those individuals who were listed as “potential priority transfers” and are now actually being priority transferred. Master Agreement Article 14.3 through 14.3.6 outlines a teacher’s rights and responsibilities when excessed (priority transferred). Two important points outlined in the agreement explain that priority transferred teachers will make a priority list of those schools for which they wish to interview, and priority transferred teachers have the right to return to their current school up until July 25. If a member has any questions as to why he/she/they/ze is being selected to be priority transferred, or has concerns that there are positions available in the school in which he/she/they/ze is certified to teach and not given the opportunity to move into one of those positions, or if he/she/they/ze has any questions about the involuntary transfer/priority transfer process, he/she/they/ze should call his/her/their/zir UniServ Director immediately following being identified as priority transferred.*

### **What happens if I have been involuntarily transferred/priority transferred and I have not been contacted to go on any interviews?**

*Members should immediately contact TABCO if they have not been contacted by a personnel officer to go on interviews at the schools listed. It is critical to stay in touch weekly with the personnel officer that handles that area of teaching or school and make sure they have contact numbers to reach you over the summer.*

### **If I have been involuntarily transferred/priority transferred, what happens if I have not been placed in a school assignment by July 23?**

*If you haven’t been placed by July 23, then your name goes into a lottery conducted by BCPS and TABCO. TABCO representatives will sit with BCPS representatives on July 27 and put everyone’s name, who hasn’t been assigned, into a drawing and decide the order of calls for the day. We then look at the list of vacancies throughout the entire county as we make each phone call. At that time the teacher is given the opportunity to pick his/her/their/zir placement from the list of vacancies that still remain.*

### **If I am involuntarily transferred/priority transferred, may I request a transfer the very**

## **Questions and Answers**

### **next year?**

*Yes, you may request a voluntary transfer the very next year.*

### **If I am currently a part time teacher and I want to move back to full time, what are my options?**

*Master Agreement Article 16.13.1 states, “Any part-time teacher who has requested full-time shall be considered for a position for which he/she/they/ze is qualified before a new teacher may be hired for that position.” You will need to indicate your desire to move from part-time to full-time on the “DOI” and notify the personnel officer for your subject area ASAP.*

*The Department of Human Resources will send out priority transfer notification and response forms by the end of March to those individuals who were listed as “potential priority transfers” and are now actually being priority transferred. Master Agreement Article 14.3 through 14.3.6 outlines a teacher’s rights and responsibilities when excessed (priority transferred). Two important points outlined in the agreement explain that priority transferred teachers will make a priority list of those schools for which they wish to interview, and priority transferred teachers have the right to return to their current school up until July 25. If a member has any questions as to why he/she/they/ze is being selected to be priority transferred, or has concerns that there are positions available in the school in which he/she/they/ze is certified to teach and not given the opportunity to move into one of those positions, or if he/she/they/ze has any questions about the involuntary transfer/priority transfer process, he/she/they/ze should call his/her/their/zir UniServ Director immediately following being identified as priority transferred.*

**Baltimore County Public Schools**  
Department of Schools – 2025-2026

<b>Dr. Racquel Jones, Chief of Schools</b> <b>Mr. Tag Landon, Director, School Performance</b> <b>Ms. Judi Komins, Executive Administrative Assistant</b> Greenwood Bldg. A – (443) 809-3172					
<b>Mr. Steve Bender</b> Executive Director, Elementary <b>Ms. Sarah Fast, Admin. Assistant</b> EDC – (443) 809-8764			<b>Dr. Nashae Bennett-Pryor</b> Executive Director, Elementary <b>Ms. Leslie Hudson, Admin. Assistant</b> Windsor Mill MS – (443) 809-8740		
<b>ELEMENTARY SCHOOLS</b>					
<b>Donald Terry, dterry6@ 443-809-4152 (Michelle)</b>			<b>Andrea Harper, aharper5@ 443-809-6008 (Georgette)</b>		
Carroll Manor	5947	Arbutus	1400		
Cedarmere	1100	Bedford	1200		
Cromwell Valley	4888	Catonsville	0800		
Franklin	1111	Chadwick	1300		
Glyndon	1130	Chatsworth	1103		
Lutherville	7800	Church Lane	0717		
Mays Chapel	4134	Deer Park	0723		
Oakleigh	5238	Dogwood	6808		
Owings Mills	1710	Edmondson Heights	0818		
Padonia International	7646	Halethorpe	1406		
Pinewood	7663	Hillcrest	0820		
Pleasant Plains	3549	Johnnycake	0823		
Timber Grove	1714	Lyons Mill	1719		
Timonium	7661	Relay	1426		
Warren	7665	Westchester	1088		
Winfield – Andrea	0766	Westowne	0854		
Woodmoor – Andrea	1318	Watershed Charter	2100		
<b>Dr. Melissa DiDonato</b> Executive Director, School Support Elementary, Teaching & Learning <b>Ms. Tiffany Smith, Admin. Assistant</b> EDC – (443) 809-9500		<b>Dr. Sharonda Gregory</b> Executive Director, Elementary <b>Ms. Sarah Fast, Admin. Assistant</b> EDC – (443) 809-8764		<b>Mr. Eric Wilson</b> Executive Director, Elementary <b>Ms. Deb Balcer, Admin. Assistant</b> Kenwood Admin. Bldg. – (443) 809-3235	
<b>ELEMENTARY SCHOOLS</b>					
<b>Sally Barbieri, sbarbieri@ 443-809-4605 (Arvilla)</b>		<b>Donald Terry, dterry6@ 443-809 4152 (Michelle)</b>		<b>Sally Barbieri, sbarbieri@ 443-809-4605 (Arvilla)</b>	
Bear Creek	7007	Fifth District	1726	Elmwood	5232
Berkshire	7008	Fort Garrison	1203	Essex	0117
Chesapeake Terrace	7505	Hampton	3205	Fullerton	5234
Colgate	7010	Harford Hills	5236	Glenmar	0127
Dundalk	7013	Jacksonville	7880	Mars Estates	0154
Edgemere	7507	Pine Grove	5267	Martin Blvd	0158
Grange	7043	Prettyboy	1900	McCormick	0500
Halstead Academy - Donald	3210	Riderwood	3568	Middleborough	0160
Hawthorne	0138	Rodgers Forge	3582	Middlesex	0170
Hebbsville - Andrea	0708	Scotts Branch - Andrea	0761	Orems	0172
Hernwood – Andrea	0732	Seventh District	1902	Red House Run	0506
Logan	7052	Sparks	7900	Rossville	8519
New Town - Andrea	1541	Stoneleigh	3600	Sandalwood	0174
Norwood	7055	Summit Park	1210	Seneca	5945
Powhatan - Andrea	1330	Villa Cresta	5275	Shady Spring	0509
Randallstown - Andrea	0746	West Towson	3869	Sussex	0182
Sandy Plains	7070	Winand – Andrea	0763	Victory Villa	0184
Woodbridge - Andrea	0857	Woodholme – Andrea	6700		



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<p align="center">Mr. Sam Mustipher, Executive Director, School Support &amp; Improvement                      Dr. Kalisha Miller, Administrator, School Improvement                      Ms. Linda Macleod, Administrator, School Improvement                      Ms. Carla McCollugh, Admin. Assistant                      Greenwood Bldg. A – (443) 809-8282</p>						
ELEMENTARY SCHOOLS		MIDDLE SCHOOLS		HIGH SCHOOLS		
Donald Terry, dterry6@ 443-809-4152 (Michelle)		Chloe Duncan, cduncan4@ 443-809-4146 (Arvilla)		Chloe Duncan, cduncan4@ 443-809-4146 (Arvilla)		
Battle Grove	7500	Arbutus	1402	Dundalk	7023	
Charlesmont	7004	Deep Creek	0112	Lansdowne	1415	
Deep Creek	0110	Dundalk	7018	Owings Mills	1700	
Featherbed Lane	1302	General John Stricker	7038			
Milbrook	1225	Holabird	7049			
Pot Spring	7648	Lansdowne	1411			
Reisterstown	1133	Loch Raven Technical	3518			
Wellwood International	1212	Middle River	0165			
		Northwest Academy	0742			
		Pikesville	1207			
		Southwest Academy	0825			
		Stemmers Run	0177			
		Woodlawn	1304			
<p align="center">Mr. Najib Jammal, Executive Director, School Support &amp; Transformational Leadership                      Ms. Charlene DiMino, Director, Leadership Development – Ms. Katelin Hollern, Program Assistant                      Ms. Tiffany Smith, Admin. Assistant                      EDC – (443) 809-9500</p>						
ELEMENTARY SCHOOLS			ALTERNATIVE SCHOOLS			
			Wendy Gigler, wgigler@ 443-809-6009 (Georgette)			
Baltimore Highlands - Andrea	0919	Catonsville Center	0934			
Carney – Donald	5228	Crossroads	2275			
Chapel Hill – Sally	5119	Meadowood	6888			
Chase – Sally	5490	Rosedale Center	0133			
Gunpowder – Sally	5121					
Honeygo – Sally	8700					
Joppa View – Sally	5065					
Kingsville- Sally	5949					
Lansdowne - Andrea	1408					
Oliver Beach – Sally	5943					
Perry Hall – Sally	5105					
Riverview - Andrea	1428					
Seven Oaks - Donald	6257					
Vincent Farm – Sally	2983					
		PUBLIC SEPARATE DAY SCHOOLS (PSDS)				
		Battle Monument – Sally	7000			
		Maiden Choice – Sally	1431			
		RICA – Sally	410-368-7800			
		Ridge Ruxton - Sally	3594			
		White Oak – Sally	5378			



**Baltimore County Public Schools**  
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<b>Ms. Michelle Anderson</b> Executive Director, Middle School Support & Achievement <b>Ms. Deb Balcer, Admin. Assistant</b> Kenwood Admin. Bldg. – (443) 809-3235			
<b>MIDDLE SCHOOLS</b>			
Jessica Ey, jey@ 443-809-4453 (Michelle)			
Catonsville			0803
Cockeysville			7626
Deer Park			0726
Dumbarton			3176
Franklin – Chloe			1114
Hereford			7902
Nottingham			8900
Parkville			5250
Perry Hall – Wendy			5100
Pine Grove			5270
Ridgely - Wendy			7650
Sparrows Point			7524
Sudbrook			6720
Windsor Mill – Wendy			0618
<b>Ms. Kyria Joseph</b> Executive Director, Secondary <b>Ms. Leslie Hudson, Admin. Assistant</b> Windsor Mill MS – (443) 809-8740		<b>Mr. Craig Reed</b> Executive Director, Secondary <b>Ms. Leslie Hudson, Admin. Assistant</b> Windsor Mill MS – (443) 809-8740	
<b>HIGH SCHOOLS</b>			
Jessica Ey, jey@ 443-809-4453 (Michelle)		Wendy Gigler, wgigler@ 443-809-6009 (Georgette)	
Catonsville	0808	Chesapeake	0100
Dulaney	7633	Eastern Tech	0190
Franklin	1119	Hereford	1905
G. W. Carver Center	2775	Kenwood	0153
Loch Raven	3525	Overlea	5241
Milford Mill Academy	0660	Parkville	5257
New Town	1614	Patapsco	7060
Pikesville	1217	Perry Hall	5108
Randallstown	0748	Sollers Point	7075
Western School of Technology	0840	Sparrows Point	7517
Woodlawn	1309	Towson	3608

## **Additional Items of Importance**

It is very important for members to contact their TABCO UniServ Directors with any questions about the voluntary or involuntary process earlier instead of later. We are here to help and support our members.

### **Resignations**

If you are considering resigning from BCPS, please contact your UniServ Director for timelines and additional information. Never sign a resignation form when asked by an administrator unless you have contacted your UniServ Director first.

### **Retirement**

If you are planning to retire, we recommend that you contact the Benefits, Leaves and Retirement Office at 443-809-8943 prior to submitting your retirement request. In addition, we offer members the ability to consult with Integrated Financial Solutions (formerly NEA ValueBuilders) at 410-480-0007 for retirement option advice. Make a final decision prior to turning in your retirement paperwork. Once you have turned in your papers you cannot change your mind.

### **TABCO UniServ Directors 410-828-6403**

*Please utilize email and cell phone numbers to contact the UniServ Directors.*

<b><u>Vanessa Bliss</u></b>	<a href="mailto:vbliss@mseanea.org">vbliss@mseanea.org</a>	301-821-5783
<b><u>Serafina DeVita</u></b>	<a href="mailto:sdevita@mseanea.org">sdevita@mseanea.org</a>	410-299-5259
<b><u>Seleste Harris</u></b>	<a href="mailto:sharris@mseanea.org">sharris@mseanea.org</a>	443-752-7294
<b><u>Sheila Harte-Dmitriev</u></b>	<a href="mailto:sharte-dmitriev@mseanea.org">sharte-dmitriev@mseanea.org</a>	410-279-9406
<b><u>Amy Maloney</u></b>	<a href="mailto:amaloney@mseanea.org">amaloney@mseanea.org</a>	443-758-6460
<b><u>Tyler Wilkinson</u></b>	<a href="mailto:twilkinson@mseanea.org">twilkinson@mseanea.org</a>	443-298-0084
<b><u>Juan Gonzalez</u></b>	<a href="mailto:jgonzalez@mseanea.org">jgonzalez@mseanea.org</a>	410-387-8091

<b><u>TABCO Website</u></b>	<a href="http://www.tabco.org">www.tabco.org</a>
<b><u>MSEA Website</u></b>	<a href="http://www.marylandeducators.org">www.marylandeducators.org</a>
<b><u>NEA Website</u></b>	<a href="http://www.nea.org">www.nea.org</a>

**Membership Pays!**