

## **Article VI Transfer and Reassignment**

- If a displaced teacher's spot is vacated or reopened within 15 months, then displaced member has first rights to the position (1.7.2)
- The affected staff members (grade level) are notified first (4.2.2)
- Only that grade level is notified to solve the problem within that grade level. (The entire staff should not be involved at this point)
- The purpose of the involuntary reassignment is to solve the problem at that particular school in that particular grade level. (\*Teachers that have to make a change also have the right to future openings as they occur.)
- Although the contract states to put things on paper, it may be best to meet with the affected teachers and administration and have information on paper disseminated to the member.
- Do not open the discussion to the entire staff.
- After all displaced teachers have been settled, the district MUST make ALL jobs available at ALL the school sites known so that members can know what positions they could volunteer to be reassigned into, if any. (\*Teachers that have to make a change also have the right to future openings as they occur.)
- Teachers need to be patient.
- The label "temporary" should not be applied to a bubble/growth class. Staffing should shift by seniority as per contract.
- If a member volunteers to move into a grade level bubble/growth class, they retain the rights to the transfer and reassignment article.
- Movement should be within the affected school first.
- Other district staff only become involved when there are too many teachers at one school which forces a transfer to another school, OR there is an opening at a specific school which can allow transfers.
- The least senior at the grade level is always at risk. This is especially tough when that teacher has 10 - 15 years in the grade level.
- Until ALL displaced teachers have a position, NOTHING is open. Lots of domino's need to fall first.
- Once all displaced teachers have a spot, then all openings need to be flown throughout the district, which was stated above , but needs restarting! (\*Teachers that have to make a change also have the right to future openings as they occur.)
- The district has the right to try new positions, however any new program changes involving members should be discussed in negotiations to flush out the perceptions (ramifications) of how that affects members in the future. Bubble/growth classes and COMBO classes are NOT considered new programs.