

ARTICLE VII - WORKING CONDITIONS

SECTION F - Involuntary Transfers

1. Staff Reduction

a-e SAME

f) In the event an involuntary transfer assignment results in a specific hardship, the teacher shall have fifteen (15) days from the date of notice to submit an appeal for reason of hardship which may include the following:

- 1) The assignment requires a commuting distance of more than twenty (20) miles from the employee's home, or
- 2) The assignment results in a pay cut due to loss of position-based supplement or hours, or
- 3) The assignment results in an out of field designation, or
- 4) The assignment results in change to daily work hours, or
- 5) The assignment places the teacher into a subject or grade level not previously taught.

The hardship appeal must be submitted to the Director of Employee Relations and the president of USEP for review and approval. Hardship appeals shall be approved within five (5) days of submission, provided the reason for hardship can be verified. Teachers with an approved hardship appeal shall have up to ninety (90) calendar days to notify the Director of Employee Relations and the president of USEP of a currently posted position which would resolve the hardship resulting from the involuntary transfer assignment. A teacher with an approved hardship appeal shall be assigned to the identified position, at which time the placement will be final and no further appeal may be made. Should a teacher with an approved hardship appeal not identify a posted position which would resolve the hardship resulting from the involuntary transfer assignment within ninety (90) calendar days, the appeal shall be withdrawn.

g) Should it become necessary to reduce the number of staff members at an alternative school for disruptive students the school principal after receiving the recommendations relative to the program needs from the staff, will determine the teacher(s) to be transferred. Teachers selected for involuntary transfers shall be given notice of the involuntary transfers and the reason therefore in writing.

h) The procedures described in paragraphs "a" through "f" "e" are not intended to apply to individual involuntary transfers related to performance or other problems.

2-5 SAME

For the Board

Date

For the Union

Date