

USEP Proposal

December 7, 2022

ARTICLE VII – WORKING CONDITIONS

SECTION F - Involuntary Transfer

1. Staff Reduction

a) Involuntary transfers may occur due to staff reduction in a department and/or grade level within a school or the closing of an existing facility. The Board shall notify the Union within ten (10) days after the determination that involuntary transfers must occur. Teachers shall not be subject to involuntary transfer to an alternative school for disruptive students.

1) Employees at a worksite to be closed shall be placed first in their current year of seniority in the involuntary process as noted in ARTICLE VII, Sec. F, b) – g). All regular protocol of the involuntary transfer process will then take place.

2) Employees at a worksite to be closed will be paid a retention stipend of up to \$2,000 to remain at their worksite through the last day of the contracted year for 196-day employees, paid as follows:

aa) Employees will be paid a lump sum stipend of \$1,000 for remaining at work more than one-half of the days of the first semester, and

bb) Employees will be paid a lump sum stipend of \$1,000 for remaining at work more than one-half of the days of the second semester.

cc) Any employee who interviews and is accepted for employment at another worksite must be allowed to transfer to the receiving school within 20 working days by or before the first day of the following semester.

b) -g) – SAME

2.-5. – SAME

For the Union

Date

For the Board

Date