

FAQ #1 – UNASSIGNMENTS & TRANSFERS – ARTICLE 18

1. What is an "assignment" and what is "transfer"?

A: The contract defines "assignment" as the position in which you are placed. A "transfer" is a change from one assignment to another. A professional educator shall not be assigned to a position outside of their licensure and competence (as defined in Article 20.2.2), except by agreement between the educator and the District.

2. What does "unassignment" mean?

A: If declining enrollments, program changes, or changes in funding result in a reduction of FTE in a building or program area, positions in those areas may be partially or fully reduced for the next school year. Employees in positions that have been reduced will be "unassigned" from their building, equal to the reduction. They are still owed a position next year equivalent to the FTE they had before the unassignment. *Unassignment is NOT a layoff; employment continues.*

3. Must my principal ask for volunteers prior to unassigning members?

A: Yes. Volunteers must first be requested and considered from among the staff. Volunteers will be unassigned if they are in the grade level(s) or subject matter area(s) in which the positions are being reduced.

4. Why have I been selected to be unassigned?

A: If reductions are necessary, educators are generally unassigned based on seniority and licensure. Additional areas of consideration are listed in contract Article 18.6.2.

5. How is seniority calculated?

A: Seniority is determined by the number of years of employment in the bargaining unit district-wide, not in a building or program. Seniority for educators with the same first date of actual service is determined by drawing lots, *e.g.*, if two educators started on August 21 of the same year, the holder of tie breaker #1 has greater seniority than the one with tie breaker #5.

6. How does my FTE affect my seniority?

A: It doesn't. A recent PAT grievance win confirms there is only *one* seniority list, not one for full-time and a separate one for part-time educators. As the result of this ruling, a more-senior part-time educator cannot be unassigned while a less-senior full-time educator in the same license and subject area is retained. This is a change from previous years.

7. I am a full-time teacher and have been unassigned 0.50 FTE from my building. That's okay with me, I want to work only half-time next year. What should I know?

A: If you are willing to *voluntarily* reduce your FTE for 2020-2021, make sure you get an approved one-year partial leave of absence in writing to cover the reduced portion of your FTE. This will permit you to return to full-time teaching in 2021-2022. *If you are not covered by an approved leave, the reduction will be permanent. Do not agree to a permanent reduction unless you understand and accept the impact of the reduced FTE on your salary and benefits.*

Unassignment from a building/site is not a layoff from employment in the District.

A FAQ regarding layoffs will be provided later, if necessary.

8. I am assigned full-time to my building this year. I have been unassigned 0.5 from my building for next year. Am I entitled to a full-time assignment?

A: Yes. You are entitled to an assignment equal to your current FTE, in this case 1.0. You may apply for an additional 0.50 position or for a 1.0 position in another building. If you do not find such a position, the District must place you in a full-time equivalent assignment. *Do not voluntarily reduce your FTE if you want to continue as a full-time employee because you would not be guaranteed full-time in the future. You cannot be required to reduce your FTE (unless a layoff occurs).*

9. I have a part-time assignment (less than 1.0 FTE). My position is being increased to full-time (1.0 FTE) next year. I would like to increase my hours to full-time. What are my rights?

A: After the Internal transfer process is completed, and if all unassigned 1.0 FTE educators who are properly licensed for the assignment have positions, you (the incumbent) may be assigned to the 1.0 position without it having to be posted, if both you and the District agree.

10. What if they add positions at my school after I have been unassigned?

A: If a position for which you are qualified becomes available in your original school or program while you are still unassigned, you "shall" be returned to the original school. If the position becomes available after you have a new assignment, you "may" be returned to the original school upon your request.

11. I am a temporary teacher. Do I continue in my current position next year?

A: No. Positions that are filled temporarily during the school year must be posted as a vacancy for the subsequent school year if the position continues (unless an educator on leave will return to it or an educator is to be administratively transferred to it). You must apply for vacant positions during the External transfer process. If you have held the temporary position for 60 days or more, you may apply during the Internal process *for that position only*. However, you will be considered as an external candidate as compared to internal candidates who apply for it.

12. If I am unassigned, do I have a choice as to where I will end up?

A: Yes, if you apply for a vacancy for which you are qualified, interview, and are selected. Filling out a transfer application and applying for positions in the Internal or External processes maximizes your control over potential assignments. Prepare for and treat the interviews seriously. Dress professionally. Present your resume. Share examples of your work which reflect your skills, experience, and what you offer.

13. I'm unassigned. What if I am not selected in the Internal interview process?

A: Human Resources will work with administrators who have vacancies at their sites and educators who are still unassigned after Internal process interviews. Those educators will be transferred to a vacant position for which they are licensed and competent. This will occur in **late March/early April**. Human Resources will consider all licenses and endorsements an educator holds in finding an assignment. All unassigned educators in a subject area must be assigned before the District may consider external applicants.

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