

SCHOOL DISTRICT PROPOSAL
10/24/17

Article XV: TRANSFER, REASSIGNMENT, AND RECALL

Section D. Placement Rules for Excessed Teachers (page 174)

1. Teachers excessed or returning from leaves of absence of one (1) year or more ~~shall~~ must participate in the transfer process if there are positions posted for which they are appropriately licensed and qualified.
2. Excessed teachers who are unable to secure a position through the transfer process or did not participate in the transfer process must participate in a matching session. Teachers will only be able to interview for positions in the specific licensure area/department in which they taught the previous year at the Matching session. If a teacher does not participate in the transfer and matching process they will be granted a one year unpaid leave of absence and will be eligible to participate in the transfer and matching process the following year. Such a teacher must comply with the leave return requirements contained in Article XI, Section A.
3. Teachers who participated but were unable to secure a position during matching session(s) will be placed in a position at the discretion of the Labor/Management Placement Committee.
4. In lieu of being placed in a position the teacher does not want, an excessed teacher may request one of the following options if available:
 - a. be placed as a reserve teacher subject to assignment by the district, with regular pay and benefits appropriate to the teacher's FTE.
 - b. if eligible, apply for a three year mobility leave during which the district will pay for the employer and employee TRA contribution. Teachers who elect to return from the leave must repay the District's TRA contribution made on their behalf in full for the term of the mobility leave. This provision is at the district's discretion and subject to a district determined dollar cap.
 - c. receive a one-time payment in return for submitting a non-rescindable retirement or resignation. The payment shall be deposited into a health care savings account. (This is subject to approval from MSRS) This provision is at the district's discretion and subject to a district determined dollar cap.These options are available at the district's discretion.
5. Teachers working as reserve teachers shall continue over the summer and during the school year to participate in the interview process until they secure a position.
6. Teachers who are unable to secure a position will be considered excessed during the next staffing cycle and shall participate in the transfer process.