

Memorandum of Understanding
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District

Piloting the Involuntary Transfer Pool in March 2020

This MOU shall take effect immediately and will expire on May 15, 2020. Grievances that arise from this MOU shall be valid under Grievance Article 11.

The Involuntary Transfer Pool meeting is traditionally held in mid-to-late May to allow for involuntary transferred unit members to choose from the maximum number of openings throughout the District.

In an attempt to recruit quality candidates for open non-management certificated positions in the district, VTA and VUSD agree to pilot an early involuntary Transfer Pool Meeting (Article 7.4.7) than past practice.

To the effect, the Involuntary Transfer Pool meeting shall be held on March 27, 2020 by a virtual meeting. Affected unit members shall be notified by district email by March 27, 2020. A list of open positions, the Position Selection Form (see attachment), and their seniority placement shall be included in this email.

VUSD and VTA acknowledge that there may be new openings between March 27, 2020 and May 15, 2020, due to increased enrollment, additional resignations, funding and/or any unforeseen reasons. A position that opens up due to assignment and level changes at sites (Article 7.4.10) is not considered a new opening during this time period. VUSD agrees to not knowingly hold any new openings until after May 15, 2020.

If new openings occur between March 27, 2020 and May 15, 2020, the following process shall be followed:

1. An immediate freeze on all positions at all sites will be put in place.
2. The Position Selection Forms shall be used to determine which unit member(s) shall select from new openings.
3. If such an opening becomes available in the described time period, the most senior involuntary transferred unit member requesting such a position on the Position Selection Form shall be allowed to select the new opening. If they choose not to select the new opening, they waive the right to any other new openings. Then, the next senior unit member requesting such a position shall be allowed to select the new opening.

4. This process shall continue until either a unit member selects a new opening or none of the unit members select the new opening.
5. If no unit member selects the new opening, then the process shall continue with Article 7.4.8.
6. If a unit member selects a new opening, then the opening they chose at the Involuntary Transfer Pool meeting shall be considered a new opening to only those involuntary transferred members who are less senior than that unit member. The process begins at Step 1 again, and continues until all new openings are either filled or not selected.

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Todd Blanset
VTA President

date