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

Involuntary Transfer Pool in March 2025

This MOU shall take effect immediately and will expire on May 10, 2025. 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 February 27th, 2025. Affected unit members shall be notified by district email by February 26th, 2025. 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 February 27th, 2025 and May 10, 2025, 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 10, 2025.

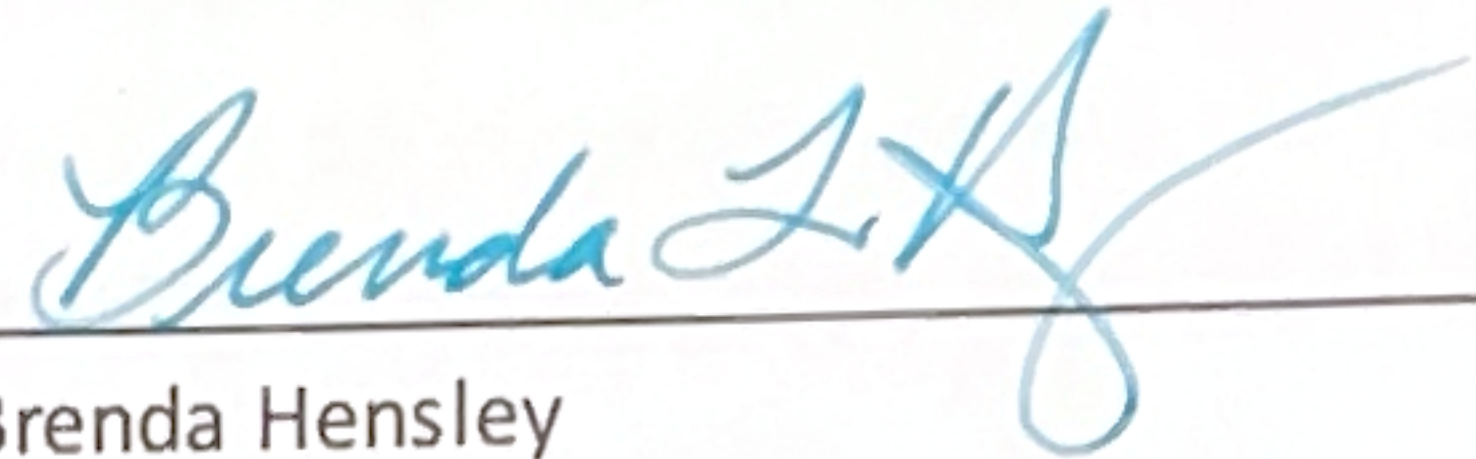
If new openings occur between February 27th, 2025 and May 10, 2025, the following process shall be followed:

1. An immediate freeze on all positions at all sites will be put in place.
2. The Position Selection Forms (see attached) 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.

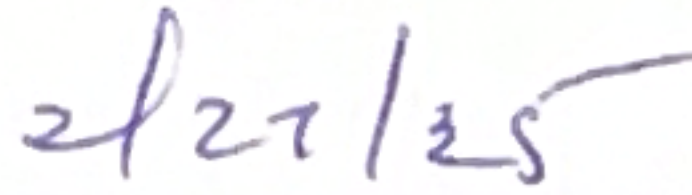
5. If no unit member selects the new opening, then the process shall continue with Article 7.4.8.
6. If a unit member selects a new opening, then the opening they chose at the Involuntary Transfer Pool meeting shall be considered a new opening to only those involuntary transferred members who are less senior than that unit member. The process begins at Step 1 again, and continues until all new openings are either filled or not selected.



David Robertson
VUSD Assistant Supt. Human Resources



Brenda Hensley
VTA President



Date

Position Selection Form

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First and Last Name (Please Print): _____

Return this form to Robyn Thomas by 4:30 pm by March 3rd, 2025

I understand if a new opening (as defined by the MOU) occurs before May 10, 2025, and I have not listed that position on this form, I shall not be eligible to select the new opening. I understand that if I am offered a new opening as a selection, and I decline, then I forfeit the right to select another opening.

Please check the School Sites you are Interested in:

- | | |
|---|---|
| <input type="checkbox"/> Alamo | <input type="checkbox"/> Sierra Vista K-8 |
| <input type="checkbox"/> Browns Valley | <input type="checkbox"/> Jepson |
| <input type="checkbox"/> Callison | <input type="checkbox"/> Vaca Pena |
| <input type="checkbox"/> Cooper | <input type="checkbox"/> Buckingham |
| <input type="checkbox"/> Dally Early Learning Village | <input type="checkbox"/> Kimme WRAP |
| <input type="checkbox"/> Fairmont | <input type="checkbox"/> SWAE |
| <input type="checkbox"/> Hemlock/ACE | <input type="checkbox"/> Vaca High |
| <input type="checkbox"/> Markham | <input type="checkbox"/> Vacaville ISP |
| <input type="checkbox"/> Orchard | <input type="checkbox"/> Will C. Wood |
| <input type="checkbox"/> Padan | |

Describe any specific grade levels/subjects you are interested in (and credentialed for):