

MOU February 28, 2022

Between

Mt. Diablo Education Association

And

Mt. Diablo Unified School District

Regarding

Modification of Involuntary/Voluntary Transfer Timelines for 2021-2022 School Year

The Mt. Diablo Education Association (MDEA) and the Mt. Diablo Unified School District (MDUSD), hereafter, the Parties, agree to extend the Involuntary/Voluntary Transfer timelines for the 2021-2022 school year only.

These timeline modifications are being made to allow MDUSD additional time to ensure that the list of positions available for both involuntary and voluntary transfers is accurate, due to the District issuing preliminary layoff notices to certificated staff members by March 15, 2022.

The Involuntary and Voluntary Transfer windows shall be extended as follows:

- Tentative Assignments – April 29
- Notification of Involuntary Transfers – April 29
- Preview of Known Vacancies for Involuntary Transfers – April 29 to May 6
- Involuntary Transfers to attend meeting to choose a new position for 2022-2023 school year – May 9 and May 10 (if necessary)
 - First Meeting: 4:00 pm – 5:00 pm
 - Second Meeting: 5:15 pm – 6:15 pm
 - Third Meeting: 6:30 pm – 7:30 pm
- First Posting of Voluntary Transfer List – May 10
- Voluntary Transfer interviews – May 10 to May 17
- Voluntary Transfer interviews and acceptance offers must be completed by May 20

Impacted employees who have questions or concerns will receive a response from District management within a reasonable amount of time and no more than a week. Questions received by May 5th will be answered by the end of the day on May 6th.

In identifying members for layoff and involuntary transfer, all members will be treated equally regardless of full-time or part-time status.

Before adding an individual to the involuntary transfer list, the District will consider all positions at the site including those for which no specific credential is required and are usually approved by the Committee on Assignment.

Prior to the Involuntary Transfer Meeting, HR staff will meet with MDEA Leadership to review the list of available openings to clarify credential requirements and to review the list of transferees and available openings.

Involuntary Transfer Meeting(s) will be scheduled in such a way as to allow one hour of meeting time for each 10 transferees. If there are more than 20 transferees, a second meeting will be scheduled. If there are more than 30 transferees, a third meeting will be scheduled. Each

involuntary transferee will only be required to attend one meeting based on their position on the list. If Involuntary Transfer Meeting(s) happen during the school day, a substitute shall be provided by the District, if sub coverage is necessary. If Involuntary Transfer Meeting(s) happen after site time, bargaining unit members shall be paid at the certificated hourly rate for the entirety of the time they spend at the meeting.


No member will have the option to “pass” on choosing a new assignment. If there is a position on the list for which they are qualified, each transferee must either select a position, apply for an unpaid opportunity leave, or resign their position.

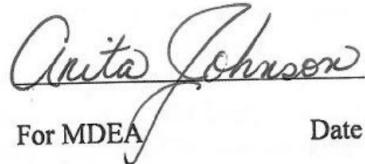
If a transferee applies, they will be granted an unpaid Opportunity Leave for one year.

If no appropriate full-time position is available and an individual has greater FTE than a part-time position that is available, they will be offered the position at their current FTE with the provision that they will be assigned other duties (such as substitute teaching) to fill their FTE.

The District will explain to each involuntary transferee that if there is no appropriate position to offer a transferee, they will be placed in a substitute pool until a position becomes available as per Article 5 (§ 5.11).

This change shall be in effect for the 2021-2022 school year only, and modifies the transfer timeline contained in the 2018-21 Agreement. This modification of the Involuntary/Voluntary Transfer timeline shall not alter the contractual dates by which future Involuntary/Voluntary transfers must take place, unless and until the Parties reach a bilateral agreement to modify the Involuntary/Voluntary Transfer timelines during Successor Contract negotiations.


For MDUSD 2/28/22
Date


For MDEA 2-28-22
Date