

## What Are My Contractual Rights Concerning Involuntary Reassignment?

Involuntary reassignment is defined as a change of a Bargaining Unit members grade level, subject matter, or classroom. Information regarding involuntary reassignments is in Article XIII. *Transfer and Reassignment Policy* Section C.2. Contact a Building Rep at your site for more information.

The District reserves the right to reassign a Bargaining Unit member to a position in their credential area at any time if, in its judgment, such reassignment is in the best interests of the District. Opportunities shall be made available for Bargaining Unit members to voluntarily seek a reassignment prior to the implementation of this section.

The administration shall make every attempt to follow personnel practices that will maximize the potential of the Bargaining Unit member and enhance good personnel relations. Reassignment shall not be made arbitrarily or capriciously.

- a. A conference shall be held with the Bargaining Unit member outlining the specific reasons for the reassignment and rationale in writing shall be provided the Bargaining Unit member upon request.
- b. Whenever possible, reassignments shall be announced no later than May 15. Bargaining Unit members who are reassigned after the beginning of the school year, for program or enrollment needs, shall be given five (5) working days notice. Bargaining Unit members shall be given one (1) day of release time, upon request, before the reassignment actually occurs. At the 6-12 non-self-contained level, this provision shall apply only with site administration approval taking into consideration the time and extra work load incurred as a result of the change.
- c. In the event that notification of a reassignment occurs during summer or an off-track session, the Bargaining Unit member shall be entitled to one (1) day release time, upon request, within the first twenty (20) days of the next school session. At the 6-12 non-self-contained level, this provision shall apply only with site administration approval taking into consideration the time and extra work load incurred as a result of the change.
- d. The District shall provide assistance in moving materials to any new work location.

## Unexpected Change in Assignment? Need Some Help?

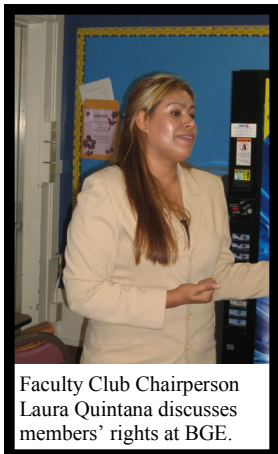
Sometimes teachers are voluntarily or involuntarily reassigned in the beginning of the school year because of fluctuations in enrollment. Support for permanent classroom teachers in all areas of curriculum, room environment, and classroom management are available through the Joint Panel.

The program offers:

- Individual support from a trained colleague;
- Confidentiality between colleagues; and,
- No paperwork or reports regarding the support.

Applications are due to Curriculum and Instruction no later than November

1. The application is printed on the reverse side of this *Contact*.



Faculty Club Chairperson  
Laura Quintana discusses  
members' rights at BGE.



Elementary Directors Alicia Diaz (MPE) and Bibi Alvarado (RPE) discuss the Executive Committee goals for 2005-2006 at the annual retreat August 30.