

**Memorandum of Understanding
Between the
St. Johns County School District
And
St. Johns Education Association
Early Transfer Process for the 2024-2025 School Year**

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. The intent of this memorandum is to expedite the internal transfer process of instructional personnel so schools are better able to identify vacancies. This will allow schools to post earlier in the hiring season to secure high performing instructional personnel (~~April—June~~ February - March) for the ~~2022-2023~~ 2024- 2025 school year.

Definition:

Voluntary Transfer: A request made by an eligible instructional employee for a transfer to a different school or cost center.

Reassignment Within a School: The change of a ~~professional~~ instructional employee's regular teaching duties or major change in responsibility in a school. Such reassignment is not a voluntary transfer under this MOU.

Eligibility:

1. Only full time SJCSD instructional employees.
2. A SJCSD instructional employee with a contract and/or position that is continuing through the next school year (~~2022-2023~~) 2024-2025.
3. Any SJCSD instructional employee, seeking a lateral move from one certified position to another. (No change in paygrade.)
4. Any instructional employee who has received a satisfactory evaluation.
 - a. During ~~2020-2021~~ 2022-2023 school year (Effective or Highly Effective).
 - b. Current ~~2021-2022~~ 2023-2024 school year (observable score of 2.5 or above).

Ineligible:

1. Tutors, temporary positions, substitutes, or employee in a position less than 60%.
2. Instructional employees who have an unsatisfactory or needs improvement evaluation, or a professional improvement plan or have documented performance concerns.
3. Instructional employees who do not have the required certification or if the transfer puts the instructional employee out-of-field.

Required steps for early voluntary transfer consideration:

- ~~1.~~ Instructional employee completes and submits an Early Transfer Request form by the designated deadline, February ~~16th~~28th, 2024.
- ~~2.~~ The desired schools to which the instructional employee is requesting a transfer to should be listed by priority/preference or by selecting number 5, any of the above, on the submitted form. It is understood that any of the listed choices will be acceptable to the employee.
Please note: Grade/subject position assignments are at the discretion of the receiving principal.
- ~~3.~~2. Instructional employees are required to update their profile in AppliTrack. ~~attach an updated resume and a copy of their current teaching certificate with their "Early Transfer Request" form.~~ The resume will be made available to the prospective principals on the employee's desired list.

SJCSD Counter Proposal #2 9/25/2023

- ~~4.~~ 3. Instructional employee informs their current principal/administrator of their intent or interest to transfer.
- ~~5.~~ 4. Submitting a transfer request does not mean the employee will automatically receive an interview, a transfer, or specific assignment desired.
- ~~6.~~ 5. When a transfer offer is made, candidates will be asked to accept or decline the offer in writing (email is appropriate) within ~~one~~ two business days (~~24~~ 48 hours).
- ~~7.~~ 6. Instructional employees will only be allowed to transfer via the Early Transfer Process one time during the transfer window (February 28-~~20~~ – ~~June 30-14~~, 2024 March 29, 2024) for the ~~2022-2023~~ 2024-2025 school year. Once a transfer is made, the instructional employee's ~~form~~ request is ~~filed and their name~~ removed from the early transfer ~~list~~ process.

Vacancies:

1. Not all vacancies will be known at the beginning of the transfer window (February 28 ~~20~~).
2. Instructional employees who submit their completed Early Transfer Request ~~form~~ on or before the deadline (February ~~18~~, ~~2022-16~~ 28, 2024) remain eligible for a voluntary transfer to their desired schools through ~~June 30, 2022~~ March 29, 2024.
3. All instructional employees are encouraged to complete and submit an Early Transfer Request even if vacancies of interest are not available or known. This will ensure the instructional employee is considered should a vacancy occur prior to ~~June 30~~ March 29, 2024. There are no exceptions to add employees after the application deadline.
4. All vacancies are subject to confirmation ~~of~~ for an allocated position at desired school.
5. Employees who desire to transfer to "~~HI~~" new schools must follow the procedures outlined in the MOU for the opening of the new school.

~~Note: It is recommended that the employee notify the principal/administrator of any desired school stated on his/her form once a position has been offered and they have accepted at another school.~~

~~At any time, the principal may exercise probationary and annual language guidelines as stated in Florida Statute 1012.335. Information contained in this MOU shall not affect Florida Statute Section 1012.335.~~

Timelines:

~~February 1 2 – February 18 16 29 28, 2024 – Voluntary Early Transfer Process and Transfer Request forms will be made available to all instructional personnel. via email, flyers, district website, building level administrators and from SJEA.~~

~~February 28-20 March 1- April 15 March 29, 2024 - Principals conduct interviews for known or anticipated vacancies. Principal/administrator contacts instructional employee whom they would like to interview from the Early Transfer Request process. Note: Eligible instructional employees are not guaranteed interviews by any desired schools listed.~~

~~April 15 – May 6 – Internal Transfer Recommendations submitted to Human Resources by hiring authorities for approval. Principals interested in candidates they have interviewed must contact current principal for a reference prior to offering a position.~~

~~May 6-June 30 – Any new vacancy that occurs after May 6, the principal will consider and hire off of the Early Transfer List. Additional instructional employee interviews may be conducted with instructional~~

SJCSD Counter Proposal #2 9/25/2023


employees on the Early Transfer List. Instructional employees who submitted their name for a transfer remain on the Early Transfer Request List through June 30th.

March 30 – June 30, 2024- Positions will be posted internally/externally after an internal candidate is not chosen from the early transfer process list. At this time, an instructional employee who may not have put their name on the early transfer list may apply via the online application (Applitrack).

~~July 1st June 14 July 1 – October 14 11, 2024- No Limited Transfer Period. Interviews are limited to external applicants with exception when it would be a lateral move for an internal instructional employee moving into an ILC, Guidance Counselor, Media Specialist, or Dean Position. After July 1 the start of school (August 10, 2022-12, 2024) the instructional employee will not be allowed to transfer until a replacement teacher is secured, and ready to take over the classroom from which the instructional employee is leaving, and approved by Human Resources. or October 14 whichever comes first.~~

October 17, 2022 14, 2024 through the first day of the next transfer period

All instructional employees can be recommended for any open position within the district. The instructional employee will not be allowed to assume their new position until the replacement teacher's start date is established in Applitrack for the class they will be taking over.



Wayne N. King
Chief Negotiator, SJCSD



Morgan Mousley
Chief Negotiator, SJEA

Sept 25th '23

Date

9/25/23

Date



~~EARLY TRANSFER REQUEST for 2022-2023~~

Submission of this form is NOT considered an automatic approval for a transfer to a selected school.

DEADLINE: February 18, 2022 to Cathy Hutchins, Human Resources by 5 PM.

Please read all the information thoroughly. Incomplete forms will not be processed.
Only ONE transfer request will be processed per school year.

Transfer applications may be submitted any time from February 1 – February 18, 2022

Note: Any instructional employee who received an end-of-year overall evaluation of less than satisfactory for the current and/or previous school year is not eligible to transfer. An instructional employee with a performance improvement plan is ineligible.

Employee Information:

First Name: _____ Last Name: _____

Employee number: _____ Current School: _____

Email Address: _____ Best Phone Contact Number: _____

Required Approval: If less than 2 years at current school, approval is required.

Current Principal Signature: _____ Date: _____

Assoc. Supt. For Human Resources: _____ Date: _____

TRANSFER INFORMATION:

List 4 desired schools you would like to be considered to transfer to in priority order (most preferred first):

1. _____
2. _____
3. _____
4. _____
5. _____ (Check here if any of the above.)

List **desired positions** for which you are certified on your teaching certificate including subject, grade level or specialized areas such as gifted, InD, ASD, EBD, etc.

_____ Grade Level _____

_____ Grade Level _____

****Form due to Human Resources, Attn: Cathy Hutchins on or before February 18, 2022 at 5 PM.***

Please attach a copy of your teaching certificate and updated resume.