

ARTICLE XII
Vacancies and Promotions

- A. A vacancy shall be defined for purposes of this Agreement as a full-time position previously held by a professional employee or a new full-time position to be filled by a professional employee.
- B. Vacancies shall be posted on the school district's website. Each position shall be posted and remain open for applicants for seven (7) calendar days following posting of vacancies. However, all vacancies shall be posted for at least five (5) workdays, unless the President of the Association, or designee, and Superintendent, or designee, mutually agree to waive or shorten the posting period. **Reposts and "internal only" posts shall be posted for three (3) calendar days.**
- C. All professional employees may apply for any known vacancy within the school district and all applications will be considered by the ~~Superintendent or designee~~ **hiring authority**. ~~Professional employees will be given preference over new hires provided they are properly certified and qualified (skill, preparation, training, ability, and experience). When two or more employees apply for a vacancy, the most qualified employee shall fill the position provided they are properly certified. The decision of the Superintendent regarding recommendations to fill the vacancy is final. Following final action on this recommendation by the Board, all professional employees who have applied for the position will receive a written notice of action taken.~~
- ~~D. Current professional employees who apply for a vacancy or seek a transfer shall not be required to take a skills assessment survey or any like instrument. This decision, by a current professional employee, shall not affect the preferences in vacancies described in paragraph C of this article.~~
- ~~E. The Association and the Board recognize the importance and value of employing teachers in critical certification areas and during teacher shortage periods. In preparation for the next school year, the intent of this section is to allow the District to "early hire" during recruitment season (January—June), without advertising.~~
- ~~— Thirty five (35) persons per year during the recruitment season in certification areas which have been deemed "critical needs"~~
 - ~~— Twenty (20) persons per school year deemed in "early recruitment" slots to secure qualified teachers when there is an identified teacher shortage. **This shall occur only after early transfer process (February—March) is complete.**~~
 - ~~— These numbers may be increased by mutual agreement of both the Association and the Board.~~
- F. Part time instructional employees (less than 60%) may move from part time status to full time status without the benefit of a posting. The part time instructional employee may only move to full time status in the position they are currently assigned, at the same school or department. Once the employee moves to full time status, they will be eligible for benefits, FRS and all rights and privileges afforded by school board rules and the negotiated agreement.