



Paraprofessional Contract Review – Know Your Rights **Information to keep in mind given the school closure** **proposal by SPS**

Art. VI.A.3: Three Phase Hiring

Ensures that employees who are displaced due to school closures, program changes, and funding reductions have secured placement in available positions elsewhere in the district prior to any outside hire.

Art. VII.E.1 Voluntary Transfers

Employees associated with a program that moves from one work site to another are assumed to move with the program.

Art. VII.E.2. Program Movement or Closure

If a program is terminated and then reinstated within two (2) school years, employees who were in that program shall have first priority for the vacancies in the job title they held when the program was terminated.

Art. VII.E.3. Program Movement or Closure

Employees who are displaced as a result of school closure shall select from open vacancies after people with return rights to previous positions have been placed and before any other step of the staffing process occurs. Employees displaced as a result of school closure will select in their own seniority order.

Art. VII.F.3. Layoffs

In the event of layoffs determined for other reasons such as declining enrollment, changes in programs, priorities within and among programs, adoption of a different manner of providing services, and non-large funding losses and insufficiencies, the SPS shall inform the SEA when the nature and approximate size of the proposed staff adjustments are known. The SPS and the SEA will immediately meet to review the changes.

Art. VII.F.4. Layoffs

The performance ratings (evaluation) of employees shall not be a factor in determining the order of layoff.



Art. VII.F6b Seniority Bumping Guidelines

Seniority bumping guidelines. Bumping will occur when a more senior employee identified for RIF bumps a less senior employee in a job title that he or she previously held for a minimum of three (3) months. The job title that the individual is eligible to bump into must be on the individual's job title list and at the same grade or lower. If the individual is in a part-time appointment in two job titles, with different grades, the individual will have bumping rights in either job title.

Art. VII.I1 Placement of Displaced Staff

In placing and transferring employees, it is recognized that the appropriateness of the assignment will have significant impact upon the effectiveness of the total educational program for children and upon the morale of the employees.

Art. VII.I2 Placement of Displaced Staff

If the least senior displaced unassigned employee does not select a position for which they are qualified, they shall be assigned by the last week of August to any open position within their current verified job titles and SP Salary Schedule level or below, based upon their seniority and qualifications.

Art. VII.I3 Return Rights

a. Return to a comparable position: Based upon their seniority and qualifications, an employee who has been reduced in hours, workdays, or SP Salary Schedule level shall have the right to return to a position comparable to the one held during the previous school year.

b. Return to the building: Subsequent to the filling of vacancies under Article VII Section I.3. a. above, and based upon seniority, any employee shall have the right to return to the same building in the same job title held during the previous school year.