

BESPA Proposal #9
September 22, 2021

- 7.3 Voluntary transfers will be accomplished in the following manner:
- A. Employees desiring voluntary transfer will submit a copy of a transfer form to the employee's immediate supervisor, and the district Human Resource Department, during the five (5) or four (4) days the vacancy is posted as specified in Article 8 of this agreement.
 - B. Employees who submit a written request for transfer within the site where a vacancy exists shall be interviewed prior to the hiring of a new employee, subject to the following condition. If there are more than five (5) transfer requests the site manager shall review files of all requests and choose a minimum of five (5) to interview.
 - C. The work site manager will take the voluntary transfer list and the list of positions available, making final determination based on the following:
 - 1. Qualifications,
 - 2. Length of service in the district,
 - 3. Preferences of the voluntary transfers and,
 - 4. An interview.
 - D. Employees who are voluntarily transferred shall retain all experience credit for the purpose of their hourly wage rates and benefits as provided by this contract. ~~However, if the voluntary transfer results in an increase of more than ten paygrades the employee may bring a maximum of 10 (ten) years of experience credit for the purpose of their hourly wage and benefits unless recommended for more by the Superintendent.~~

Deleted language is identified with a strikethrough.

New language is identified in **boldface and is underlined**.