

**SAINT PAUL PUBLIC SCHOOLS**

**PROPOSAL 9 – SCSP**

**December 7, 2023**

**ARTICLE 16. Transfer Process**

- 16.1 SCSPs who have successfully completed their initial one-year probationary period will be eligible to participate in the transfer process. Employees will only be eligible to transfer one time during the transfer period.**
- 16.2 SCSPs are ineligible to participate in the transfer process if they:**
- Are on an improvement plan**
  - Have documented performance problems or issues of misconduct (within the last 12 months)**
  - Are in their probationary period**
- 16.3 Positions will be posted during the transfer period each year. Human Resources shall determine and communicate the dates of the transfer period to employees annually.**
- 16.4 Qualified candidates will be provided an interview only in this process.**
- 16.5 The transfer period will end by July 30<sup>th</sup>.**