

Proposed Contract Waiver

Pasco School District and Pasco Association of Educators

Pasco School District will open Sageview High School and Orion High School in the 2025-2026 school year. The school openings will result in the transfer of certificated high school teaching positions from impacted sites (Chiawana High School and Pasco High School). The parties agree to the following process:

1. PSD will provide PAE with all open certificated positions prior to implementation of this personnel process.
2. Since this is a time sensitive process, PAE's seniority list will be expedited. This initial list will be published on or before December 16, 2024. Challenges to the published list will be submitted in writing to the Association and Employee services by January 10, 2025. A corrected seniority list shall be published and posted in each building, posted on the Employee Services Webpage on the District website, and two (2) copies given to the Association by January 31, 2025.
3. Chiawana High School and Pasco High School will publish the numbers of positions, by department and certification, needed for the 2025-2026 school year, before number 4 on this list.
4. After numbers 2 and 3 are complete, the district will publish, on the same date, all new building openings, known vacant positions, and overstaffed positions to all PAE members.
 - a. Overstaffed positions at each impacted high school will be listed by content area.
 - b. The district will hold a voluntary in-person meeting at each impacted high school to announce the overstaffing and the transfer process.
5. Step 1: The district will accept voluntary transfer requests for staff at the overstaffed high schools who want to change buildings, but not their current assignment. The district will rank all identified staff from most senior to least senior in each assigned area (i.e. Math to Math, Social Studies to Social Studies) for which they are endorsed.
6. Step 2: The district will accept voluntary transfer requests for anybody at the overstaffed high schools going to a different assignment, based on overstaffing or endorsement.
7. Step 3: If there are not enough voluntary transfer requests to reduce overstaffing in each building (CHS and PHS), the district will notify involuntary transfers in order of least seniority by applicable endorsement.
8. Step 4: Any remaining vacancies will be posted for in-district transfers from any building according to Art. 6, Section 2(F) Posting of Vacancies.
9. The district will give any staff displaced based on student enrollment, but wishing to stay in their building, the opportunity to apply for in-building open positions for which they qualify.
10. The district will give staff displaced due to enrollment the first right of refusal for any unfilled positions in the district, in order of seniority, before accepting any other transfer requests.
11. Current contract language will be in effect for Art. 6, Section 2(H) District Support, for teachers having to move classrooms.
 1. An employee being involuntarily transferred or reassigned, or who voluntarily transfers due to displacement, shall be released from teaching for three (3) days to prepare for the new assignment or compensated for three (3) days at their per diem rate.

