Memorandum of Understanding #2026-3 -P

Between

The Patterson Joint Unified School District

And

Patterson Association of Teachers

This memorandum of understanding (herein, "MOU") is agreed upon between the Patterson Joint Unified School District (herein, "District") and the Patterson Association of Teachers (herein, "Association") concerning Article 14 in the Collective Bargaining Agreement on the opening of a new school.

This MOU serves as an agreement to define how PAT members will transfer/be selected/assigned when a new school is opened within the district. The language in Article 14 will be updated as follows:

Article 14

New School Opening

Counter Offer 11/06/2026

14.1 All unit members are eligible to file a request for transfer as specified in Article 6 of this bargaining agreement. The district will post all positions determined to be open for the new school ~~on the "Request for Transfer/Reassignment" form during February 1st to February 28th/29th. No decision to fill a vacancy shall be made until after February 28th/29th.~~ by December 1st. This shall be shared via district email. Employees wishing to transfer to the new school shall complete the district "Request for Transfer/Reassignment" form by ~~January 15th~~ the date indicated on the transfer form. The transfer selection process for the new site shall be completed prior to ~~February 1st~~ Winter break.

14.2 All unit members who meet the job specifications as announced and complete the "Request for Transfer/Reassignment" form, shall be considered for the position. A member who requests a transfer shall be given good faith consideration. Management's transfer decision shall be based upon the factors (listed in order of priority): ~~listed in Article 6 and a balance of new and experienced teachers.~~

~~i. (experienced teacher is defined as tenured with one or more years of content area experience at their grade level.)~~

i. Grade-level experience
ii. Seniority
iii. Satisfactory Evaluations

iv. Impact on current site staffing
v. Balancing experience levels at the new site

Interviews may be necessary

14.3 If a member is not granted a "Request for Transfer", ~~a letter will be sent to the member stating why the member was not transferred~~ they will be notified via district email. (Agree)

14.4 If a member's "Request for Transfer" is granted, the member will be notified ~~in writing~~ via district email of the exact job position. These requests and offers will be considered non-revocable by the member. (Agree)

14.5 Any unit member who accepts a position at a new school site may not request another transfer until the following school year.

14.6 Positions at the new school site shall be filled prior to vacancies at existing sites following the bargaining agreement's transfer.

14.7 Any remaining open positions at the new school may be filled by involuntary transfers or external postings. Any positions created after the beginning of the school ~~calendar~~ year will refer to the bargaining agreement's Transfer. The district shall make a good faith effort to avoid involuntary transfers. (Agree)

14.8 The PAT president, or his/her representative, shall be in attendance during the transfer selection process. This person will be present to provide guidance and ensure transparency in the process. (Agree)

14.9. Teachers who are displaced due to enrollment changes (that stem from the opening of the new school) shall be given priority when the regular transfer window opens in February. (Agree)

N. Lane

Date: November 6, 2026

Nancy Lane, Assistant Superintendent, Human Resources

Date: November 6, 2026

Jason McCleary, Patterson Teachers Association