

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 7th day of June, 2012 between the Dayton Board of Education and the Dayton Education Association.

NOW, THEREFORE, be it agreed between the parties as follows:

1. The Collective Bargaining Agreement between the Dayton City School District and the Dayton Education Association for the period June 7, 2012 through ~~July~~ June 6, 2013 is hereby amended and Article 25.03 regarding voluntary transfers shall be governed by the terms and conditions contained in this Memorandum of Understanding:

25.03 Voluntary Professional Staff Member Transfer

25.03.1 Professional Staff Members who, for various reasons, wish to transfer to another building will be eligible to request and be considered for such a move after completing and date signing the necessary forms no later than February 15th.

A Professional Staff Member requesting a transfer to another building will be limited to a maximum number of two (2) choices. A Professional Staff Member will be notified in writing of his/her new assignment by Human Resources.

25.03.2 The Human Resources Department will present three (3) candidates to the Principal and ~~Building Leadership Team~~ Building Faculty Council for an available vacancy. Two (2) of the three (3) candidates will come from the transfer list and will represent the two (2) most senior and appropriately licensed teachers on the transfer list indicating the applicable school as one (1) of his/her two (2) choices. The other candidate will come from an external applicant pool.

The variables to be weighed by the building Principal and ~~Leadership Team~~ Faculty Council in consideration of transfer requests include, but are not limited to specific professional competencies, experience, co-curricular preferences, diversity and seniority. Of this, seniority will be the most important consideration, except where other variable(s) require greater consideration. Teachers on the transfer list not selected for the position will be given the reason or reasons in writing.

25.03.3 Requests for transfer applications will be kept until the end of the first quarter of the following school year after the February 15th submission. A Professional Staff Member may revoke the request for transfer at any time prior to Human Resources notifying the Professional Staff Member of his/her new assignment.

25.03.4 The transfer list is no longer applicable as of the first teacher contract day of the school year.

This Memorandum shall expire on June 6th, 2013.

For the Board:

For the Association:

Dwight A. Washington

David Romick