



## TENTATIVE AGREEMENT

### 8.1 Vacancies

- a. Any qualified regular bargaining unit member who has completed the probationary period shall be given the opportunity to apply for any vacancy before the District hires a non-district applicant. A vacancy shall be defined as a bargaining unit position previously held by an employee or a new classified position that is created by the District.
- b. All vacancies shall be posted five (5) workdays during the school year and seven (7) calendar days during the summer months prior to public advertisement provided two (2) weeks' notice is given by the employee creating the vacancy. In the event less than two (2) weeks' notice is given or a vacancy is created by an in-district transfer, the District shall still endeavor to adhere to the above agreement; however, if in the opinion of the District, the vacancy requires filling within a shorter time frame, the time of in-district posting may be shortened or waived and hiring may be done within or outside the district after consultation with the ESSA.
- c. ~~Vacancies shall be distributed for posting at each district facility and on the district web site. Notification of the vacancy notice shall be sent electronically to the ESSA. A written job description for the vacant position shall be made available for interested applicants. Any special requirements unique to the particular vacancy will be noted on the posting.~~
- d. Vacancies shall be filled on the basis of experience and qualifications. The District shall make every effort to hire from within the district before ~~declaring the vacancy open to applicants from outside of the district~~ **hiring an non-district applicant. The District shall provide preference to current employees based on education, experience and job performance.** Where the experience and qualifications are equal as determined by the District, seniority shall be the determining factor in selecting the successful applicant. ~~Current qualified employees shall be given preference over new hires.~~ Unsuccessful in-district applicants may contact the **hiring manager or** Human Resources Department to inquire the reasons for their non-selection, and shall receive the reasons for their non-acceptance in writing upon request.
- e. **A classified employee will retain their seniority and step placement provided there is no break in service with the district when accepting a position outside of the ESSA bargaining unit.**

  
Ivory McDaniel-Ilgenfritz      Date  
District Chief Spokesperson

 3/30/22  
Mary Ward      Date  
ESSA Spokesperson