



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

Human Resources Department

520 Fifth Avenue Fairbanks, Alaska 99701-4756 (907) 452-2000

Fax (907) 451-6008

www.k12northstar.org



MEMORANDUM OF AGREEMENT


VACANCIES (ARTICLE 8.1)

The Fairbanks North Star Borough School District (District) and the Education Support Staff Association (ESSA) bring forth a Memorandum of Agreement (MOA) regarding Article 8.1 of the July 1, 2019 - June 30, 2022 negotiated agreement. The parties reached a tentative agreement in regards to the following language for the successor agreement to the 2019-2022 negotiated agreement, and agree that the article changes will go into effect with the signing of this MOA.

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.
- ~~e. 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.~~
- c. 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 a 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.
- d. 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.

Agreed to by the Fairbanks North Star Borough School District:

DocuSigned by:

Ivory McDaniel-Ilggenfritz
Executive Director of Human Resources

10/10/2022
Date

Agreed to by the Education Support Staff Association:

DocuSigned by:

Danielle Logan
President

10/10/2022
Date