

Memorandum of Agreement
regarding
Reorganization of Bargaining Unit Positions
starting with the 2021-22 School Year
between
West Valley Educational Secretaries Association
and West Valley School District

Whereas the West Valley School District is concerned about possible decreased student enrollment for the 2021-2022 school year;

Whereas the restructuring of school building grade levels and adjustment of elementary attendance areas will facilitate a more balanced enrollment in each elementary;

Whereas the reorganization plan of secretaries by the District means a net reduction of 3.0 FTE positions at the building level

Whereas the District will be allocating nursing staff at each building in the District;

Therefore, the parties have agreed to the following:

- 1) The involuntary transfer of 3.0 FTE secretaries who have been displaced by this reduction to other positions within the District. These employees will retain the same number of days and hours as they were assigned for the 2020-21 school year.

Specifically, these changes include:

- a. Reduction of one Attendance Secretary position (High School) from 1.0 to 0.5 FTE and reduction of one Registrar position (High School) from 1.0 to 0.5 FTE. These two .5 FTE positions will be combined into one 1.0 FTE position – Registrar / Attendance Secretary (High School).
 - b. Elementary Attendance Secretary position (1.0 FTE) will be eliminated at Cottonwood Elementary.
 - c. One Middle Level Campus registrar position (1.0 FTE) will be eliminated.
 - d. Two new secretarial positions will be created: one in Special Services, the other in State and Federal Programs. Displaced ASB / Counseling Secretary (Junior High) will be involuntarily transferred to new Special Services position. Displaced Elementary Attendance Secretary (Cottonwood) will be involuntarily transferred to State and Federal Programs position. Current Registrar (High School) will be involuntarily transferred to the new combined High School Registrar / Attendance Secretary position.
- 2) The displaced employees employment status has not been changed to “temporary” and will continue to be offered employment in subsequent years.
 - 3) An agreement between the parties to meet during October after enrollment reports have been filed to discuss any workload concerns at the school level due to this reorganization.

Further, the parties have agreed, in this instance only, to:

- 1) Temporarily waive Article III, Section 6 so the displaced employees can choose an available position to which they would like to be involuntarily transferred.
- 2) Temporarily waive Article III, Section 7 with the understanding that the displaced employees will not have a probationary period in their new position, and will not lose any seniority with this transfer and will not lose their placement on the salary schedule.

- 3) Have first right of refusal to transfer back to their original position should it be reinstated anytime in the next two (2) years.

This Memorandum will take effect immediately upon ratification by both parties.

P. D. Finch

PETER D. FINCH

ACTING SUPERINTENDENT

District

6/30/21

Date

Rebecca Rice

Association President

7-1-21

Date