

KNOW YOUR VOTE!

Pilot to Minimize Fall Transfers (Excessing)

A MORE STABLE TRANSFER PROCESS:

Each year, school staffing shifts based on student enrollment, which determines funding. While our union contract includes protections during these changes, Fall involuntary transfers (“Excessing”) has remained especially disruptive: educators are forced to pack up classrooms they just set up and leave the students and families they just met, all due to enrollment estimates from the prior year that did not materialize in the Fall.

To address this, SDEA members negotiated an agreement with the District in May 2024, launching a new transfer process that prioritizes stability by piloting a new version of Article 12: Transfer Policies.

A joint **Transfer Monitoring Committee (TMC)** including both District staff and SDEA members has been actively overseeing the pilot by:

- **Monitoring** real-time enrollment data
- **Reviewing and approving staffing adjustments** to protect members and maintain school stability
- **Recommending improvements to processes** with the end goal of phasing out Fall excessing.

NOW, WE NEED TO VOTE:

The pilot agreement expires **June 30, 2025**, and only addressed the transfer process for the 2024 - 2025 school year. SDEA began negotiating permanent improvements to the transfer process for our next contract, but we do not have an agreement yet with the district on Article 12. To keep existing improvements and continue phasing out Fall “Excessing,” **SDEA members must vote to ratify this agreement.**

A YES VOTE MEANS...

- Continued improvements until a new Article 12 is finalized
- Reducing Fall 2025 Transfers
- 3-Phase transfer process continues with small tweaks
- Educators who are excessed are staffed first
- Admin must interview top 6 most senior (& qualified) voluntary transfer applicants
- Members paid for moving on non-contract days (including during Summer)

A NO VOTE MEANS...

- Revert to the old Post & Bid process (in Article 12 of contract)
- Likely more Involuntary Transfers (Excessing) in Fall 2025

