

Current Contract	Advisory Matching	Article 12 Tentative Agreement
<p><b>Schools with vacancies:</b> Are not provided any information on Priority Placement Teachers (PPT) in process.</p>	<p><b>Schools with vacancies:</b> Are provided with list of credential and work history for teachers in the Talent Pool. School community representatives may make site visits to Talent Pool home sites.</p>	<p><b>Schools with vacancies:</b></p> <ul style="list-style-type: none"> <li>• Are provided a list of Talent Pool Teachers and Voluntary Transfer Teachers</li> <li>• Schools are expected to, participate in the school site show case, offer visits to the site, meet with and engage with interested teachers, and watch demo lessons (for external hires and teachers returning from leave)/ observe classrooms.</li> </ul> <p>If schools choose not to participate in the process, the school loses its right to choose prospective candidates.</p>
<p><b>Separations Incentives:</b> No incentive for teachers to declare early intent to separate.</p>	<p><b>Separation Incentives:</b> <b>Not contract language, but current practice.</b> \$500 cash incentive for early signing of separation papers – on or before March 15<sup>th</sup> \$300 cash incentive – between March 18<sup>th</sup> and April 2<sup>nd</sup> Vacancies indicated after April 2<sup>nd</sup> reviewed by Vacancy Review Board</p>	<p><b>Separation Incentives:</b> <b>Not contract language, but current practice.</b> <b>\$500 cash incentive for early signing of separation papers – on or before the second week in January.</b> <b>\$300 cash incentive – between March 18<sup>th</sup> and April 2<sup>nd</sup>.</b></p>

<p><b>Who Participates in the Hiring and Placement Process?</b></p> <p>Principal and HR make the ultimate decisions regarding hiring and placement.</p>	<p><b>Who Participates in the Hiring and Placement Process?</b></p> <p><b>School Ambassadors Selection</b> Principals and HR make the ultimate decisions regarding hiring and placement. Teachers chosen through process similar to teacher convention:</p> <ul style="list-style-type: none"> <li>-Nominations of teacher can come from any staff member (principal, classified, teachers, etc.)</li> <li>-OEA member vote at site level to make an advisory suggestion.</li> </ul> <p><b>Compensation</b> - \$250 per site distributed based on site-based decision</p> <ul style="list-style-type: none"> <li>- Tracking sheet to record ambassador activities</li> </ul> <p>-Tracking sheet and payment approved by administrator and paid by end of school year.</p>	<p><b>Who Participates in the Hiring and Placement Process?</b></p> <p><b>Everyone participates, the principal, the Personnel Committee, and the member/applicant.</b></p> <p><b>Personnel Committee Members</b> are democratically elected through the same type of process as the FC or SSC.</p> <ul style="list-style-type: none"> <li>• A majority of PC members are teachers.</li> <li>• PC members engage with candidates and make a recommendation for placement at the school.</li> </ul> <p><b>Compensation</b></p> <ul style="list-style-type: none"> <li>- \$250 per PC member</li> <li>-PC members who are willing and able to provide time for hiring during the summer will receive an additional \$100</li> </ul>
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<p><b>Voluntary Transfer:</b></p> <ul style="list-style-type: none"> <li>• Submit application by the last week in February.</li> <li>• Unit members are given a position list.</li> </ul>	<p><b>Voluntary Transfer:</b> Same as Current Contract.</p>	<p><b>Placement Process:</b></p> <p><b>The process for filling vacancies shall be determined by a “match process.” Vacancies shall be determined by a match between the stated preference of the member/applicant and the recommendation of both the PC and the site leader/principal. Participants in all phases shall use the matching process.</b></p> <p><b>All permanent and probationary employees cannot lose employment merely from this process.</b></p> <p>Phase 1: (insert the time line and special stuff)</p> <ul style="list-style-type: none"> <li>• Voluntary transfers, returning from extended Leave, instructional support teachers, teachers exiting a school due to intervention or restructuring, and external hires are included during this phase.</li> <li>• Submit applications to Human Resources by the end of the first workweek in January.</li> <li>• Members will be provided with the vacancy list, vacancy list will be updated as vacancies occur.</li> <li>• The voluntary transfer teachers will have two choices: <ul style="list-style-type: none"> <li>• 1A: Teachers who are sure they wish to leave their school shall give up their current placement (not their job!) and will have a first opportunity to engage with schools on the vacancy list. <ul style="list-style-type: none"> <li>i. If not placed during Phase 1 the teachers would continue engaging during Phase 3, Phase 4, and Phase 5.</li> </ul> </li> <li>• 1B: Teachers who are seeking a potential position at another Oakland School with a vacancy.</li> </ul> </li> </ul>
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<p><b>Placement Process:</b></p> <ul style="list-style-type: none"> <li>• Teachers provided with a vacancy list after the close of the Budget Development Process (BDP) and asked to select up to five schools of their choice.</li> <li>• If more than one teacher selects the same school and qualifications are equal, seniority</li> </ul>	<p><b>Placement Process:</b></p> <ul style="list-style-type: none"> <li>• Teachers provided with vacancy list after close of BDP and invited to participate in School Showcase event on April 4<sup>th</sup> where Talent Pool and school community ambassadors meet and greet.</li> <li>• Teachers offered two days of sub coverage to visit schools of interest between April 8<sup>th</sup> and April 19<sup>th</sup>.</li> <li>• School Ambassadors</li> </ul>	<p><b>Placement Process:</b></p> <p>Phase 2: Shall begin no later than April 1st and through 20 teacher workdays. <b>Only the Talent Pool teachers are included in the placement process during this time.</b> Voluntary transfers and external hires will not be placed during this phase. In order maintain seniority rights Talent Pool teachers need to participate in the Placement Process.</p> <p>The Talent Pool is comprised of teachers whose current positions have been consolidated due to reasons including overstaffing, school intervention or restructuring, school closure, unassigned instructional support teachers and unassigned teachers returning from an extended leave of absence.</p> <ul style="list-style-type: none"> <li>• Candidates will be provided access to a list of vacancies.</li> <li>• During Phase 2 teachers have seniority rights over all vacancies.</li> <li>• Candidates attend the School Showcase event.</li> <li>• Talent Pool teachers will be provided two sub coverage days to engage with schools.</li> <li>• Talent Pool teachers and PC engage with each other.</li> <li>• Each Talent Pool teacher selects up to five schools of preference, and PC select up to five candidates and the principal selects up to five candidates.</li> </ul>

<p>prevails</p> <ul style="list-style-type: none"> <li>Engagement between site and members is not supported.</li> <li>Unplaced teachers remain in process with rights to any and all vacancies as they become available.</li> </ul>	<p>available as a resource.</p> <ul style="list-style-type: none"> <li>School profiles crafted to call out specific prevailing practices, peer expectations, culture and climate.</li> <li>2 rounds of Talent Pool placement scheduled.</li> <li>Teachers may “skip” identifying preferences in Round 1 waiting for additional/different vacancies</li> </ul>	<ul style="list-style-type: none"> <li>Matches are identified and potential placements are communicated.</li> <li>Where there is disagreement that cannot be resolved between the PC and principal, the superintendent and the OEA president shall make the final decision.</li> <li>Regardless of whether there’s a match, candidates may choose to be placed by seniority.</li> <li>Teachers who are not placed may elect to move on to Phase 3 or become an instructional support teacher.</li> </ul> <p>Phase 3: Talent pool teachers retain the option utilizing seniority rights for new vacancies that surface through June 30th.</p> <ul style="list-style-type: none"> <li>Voluntary transfers remaining from phase 1 continue to seek a position during phase 3.</li> <li>Teachers who are not placed may elect to move on to Phase 4 or become an instructional support teacher.</li> </ul> <p>Phase 4: From July 1<sup>st</sup> through two weeks before school starts. Seniority rights no longer apply to vacancies that occur after June 30th.</p> <ul style="list-style-type: none"> <li>Teachers who are not placed may elect to move on to Phase 5 or become an instructional support teacher.</li> </ul> <p>Phase 5: From two weeks prior to the beginning of the school year through the beginning of the year.</p> <ul style="list-style-type: none"> <li>In Phase 5 all teachers waiting to be placed will be placed either at sites or as an instructional support teacher.</li> <li>Members will be placed by seniority into instructional support roles, with due consideration of teacher preferences</li> </ul>
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