



## **TURNAROUND SCHOOL: PROCEDURE OF REASSIGNMENT FOR LICENSED EMPLOYEES**

1. When a school is designated a Turnaround School, and teachers are selected for reassignment, the affected teacher will initially be assigned a new school site.
  - a. The affected teacher has the option to ACCEPT the reassignment as given, OR
  - b. Chose not to accept the reassignment.
  - c. If they choose not to accept the reassignment, the teacher will be allowed to participate in the next upcoming surplus meeting to select a new school based on SENIORITY.
2. The affected teacher may also still try for voluntary transfer even though they have chosen either A or B (*above*).
3. If you get selected in voluntary transfer, you can choose to accept the voluntary transfer instead of your selection in Surplus or reassignment.
4. Through a recent Unfair Labor case settlement, CCEA has ensured that those teacher affected by Turnaround are afforded a choice as to what school they go to.

## Frequently Asked Questions (FAQ):

- 1. Is there a particular number or percentage of teachers that have to be reassigned?**
  - a. No. There is no specific number or percentage of teachers that have to be reassigned. The purpose is to have the space to bring in a certain number of experienced and new teachers to create balance in order to “turn around” the school. It is often a combination of looking at each department or grade-level to see what is needed, and what you have a lot of (i.e., New teachers to experienced teachers). The right balance is what is being achieved.
- 2. Does administration have a say in who is reassigned?**
  - a. The new administrator has a say, but not your prior administrator.
- 3. Does discipline or unsatisfactory evaluation have an impact on who is reassigned?**
  - a. No. If you have been selected to be reassigned, it is NOT because they think you are a bad teacher. Rather, they are looking at each department and grade to try and make space in each department for a few new teachers, which means some will get reassigned.
- 4. What if I can't go to the school I've been reassigned because of a special circumstance, such as medical, geography, etc.?**
  - a. If you have a special circumstance and you have been reassigned, please contact CCEA (702-733-3063) as soon as possible so that we can work with the District.
- 5. Will the school I am reassigned to think I came because I have a bad record?**
  - a. No. This will not be the case. Given the number of new hires and transfers each year, schools do not consider a person transferring in through reassignment or surplus to be someone that has a bad record, they rarely will know a transfer from a reassignment or surplus.

- b. In our experience, nearly every teacher that has been reassigned or selected another school through surplus has reported that they are very happy at their new school.

**6. Will anyone not be reassigned and simply lose their job?**

- a. **Absolutely not.** No one will lose their job. Everyone that is affected will be assigned a new school or given the option to select a school through surplus. (*see procedure above*)