



*Every Student Matters, Every Moment Counts*

**Morton School District #214**

**Home of the Timberwolves!**

PO Box 1219 • Morton, WA, 98356

p: 360-496-5300 • f: 360-496-5399

www.morton.k12.wa.us

Facebook: @MortonSchoolDistrict214

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**Morton Jr/Sr High School**  
152 Westlake Ave • Morton, WA 98356  
p: 360-496-5137 • f: 360-496-6035

**Morton Elementary School**  
400 Main Ave • Morton, WA 98356  
p: 360-496-5143 • f: 360-496-0327

District Offer #2: May 7<sup>th</sup>, 2019

## ARTICLE VI

### VOLUNTARY TRANSFERS

~~A. No later than April 1st of each school year, the Superintendent will provide to the Association and post in all school buildings a list of the vacancies, if any, which may occur during the following year. A list of current seniority will be determined by: 1) seniority in Washington State, 2) seniority in the District, 3) total teaching experience, in this order. This list will be updated as vacancies occur. Updated seniority lists shall be emailed to all certificated staff by April 1<sup>st</sup> each year.~~

~~B. Certificated employees who desire a change may submit a letter of intent to the District with their desire to be considered for a different position within the District. Those employees who have expressed an interest in the position will be guaranteed an interview. A written explanation will be provided if employee does not get the open position, as the District will make the determination of how best to fill the vacant position. ~~It~~ grade and/or subject assignments may file a written statement of such desire with the Superintendent no later than the end of the third (3rd) quarter of the school year. Such statement shall include the grade and/or subject to which the certificated employee desires to be assigned. Every reasonable effort will be made to fill vacancies with qualified personnel from within the District who apply for vacant positions. "Qualified" shall be defined as having one or more of the following: an academic major, minor, current endorsements, prior successful teaching or professional experience in that grade level, subject or area of responsibility. If a situation arises where questions exist regarding various candidates' possession of the above defined qualified characteristics, the District will make the determination of how best to fill the vacant position.~~

~~C. When all other qualifications as defined in Section B above are equal, vacancies will be filled on the basis of seniority in contracted certificated employment in the State of Washington.~~

*The Morton School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Title IX Coordinator/ADA Coordinator/Civil Rights Compliance Coordinator and Superintendent John Hannah, 152 Westlake Avenue, Morton, WA, 98356, 360-496-5300, jhannah@morton.k12.wa.us, or Section 504 Coordinator Jordan Austin, 152 Westlake Avenue, Morton, WA, 98356, 360 496-5137, jaustin@morton.k12.wa.us*

## ARTICLE VIII

### STAFF REDUCTION

When it becomes necessary to reduce staff as determined by the Superintendent, due to budget difficulties, drop in student enrollment, or other economic concerns, the Superintendent may recommend a Reduction in Force and shall use the following criteria:

1. The District will notify the Association of the number of full-time equivalent (FTE) staff members that are needed for the next school year by May 10th, and notify of potential reduction in force by May 15th.
2. The District will determine the number of staff leaving for reasons of retirement, normal resignations, leave discharge or nonrenewal, and these vacancies will be filled with the existing staff insofar as possible.
3. Positions will be filled by those fully certified teachers within the District ~~who are qualified as previously defined in Article VI, Section B.~~
4. Any staff member who wishes to appeal a decision of nonrenewal due to staff reduction based on the above criteria shall appeal to the School Board and then, if needed, be heard by a hearing officer, as provided by statute, whose decision shall be final.
5. For a period of two years, personnel involved in staff reduction shall be given first consideration for rehiring when vacancies occur, if they are qualified as determined in Article VI, Section B. These employees shall remain on this "totem pole" only the seniority list until they accept a teaching position with another District, or the period of two years expires.
6. Vacancies will be filled first by endorsement, then by seniority.-
7. A list of current seniority will be determined by, in this order:
  - 1) Seniority in Washington State
  - 2) Seniority in District
  - 3) Total teaching experience
5. The seniority list will be updated as vacancies occur. The seniority list is kept up to date and posted online.

Tentative Agreement:

Date: 5/7/2016

Local Representative: Middle

District Representative:

*J. M. W.*



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**District Offer #3: May 7<sup>th</sup>, 2019**

## ARTICLE VII

### INVOLUNTARY TRANSFERS

- A. Notice of involuntary transfer, ~~or reassignment, or possibility thereof~~ shall be given to a certificated employee as soon as practicable, ~~and except in cases of unforeseen circumstances, not later than June 30 of any given year.~~
- B. An involuntary transfer or reassignment of more than two (2) periods shall be made only after a meeting between the certificated employee involved and the Principal or administrative designee, at which time the certificated employee shall be notified of the reason thereof. In the event that a transfer of the certificated employee occurs, the Principal or administrative designee shall meet with him/her per employee request, where, at his/her option, <sup>HC/SPK</sup> may have an Association representative present at such meeting. ~~In the event that a transfer of the certificated employee occurs, the Principal or administrative designee shall meet with him/her. The certificated employee may, at his/her option, have an Association representative present at such meeting. Every effort will be made to involuntarily transfer the least senior employee.~~
- C. A certificated employee transferred or reassigned shall be placed only in a position that does not involve a reduction in basic contracted salary.
- D. A certificated employee that is transferred involuntarily, may, if desired be transferred back to original position if it becomes available again. ~~All involuntary transfers will be determined on the basis of seniority of qualified candidates. Involuntary transfers would be assigned to the least senior qualified employee as previously defined in Article VI, Section B.~~

Tentative Agreement:

Date: 5/7/2019

*The Morton School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Title IX Coordinator/ADA Coordinator/Civil Rights Compliance Coordinator and Superintendent John Hannah, 152 Westlake Avenue, Morton, WA, 98356, 360-496-5300, jhannah@morton.k12.wa.us, or Section 504 Coordinator Jordan Austin, 152 Westlake Avenue, Morton, WA, 98356, 360-496-5137, jaustin@morton.k12.wa.us*

Local Representative: Michelle Felt

District Representative: J. M. M.



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**District Offer #5: May 2<sup>nd</sup>, 2019**

ARTICLE XXIARTICLE XXI

STUDENT DISCIPLINE~~STUDENT DISCIPLINE~~

Student conduct will be governed throughout the district by various laws, policies, and documents:

- Laws
  - RCW 28A.600
  - WAC 392-400
- Policies
  - 3200s
  - 4200
  - 4200P
- Documents
  - Staff Handbooks
  - Student Handbooks

~~A. The certificated employee is an educational professional who has an affirmative responsibility to implement and maintain effective discipline as required by the Board of Directors. In discharging this responsibility certified personnel agree to maintain professional expertise through continuing education in the area of classroom discipline. The certificated employees shall work with the administration and other professional support staff to develop and implement, a series of alternatives designed to assure appropriate and effective discipline.~~

~~Such program(s) of appropriate and effective discipline shall include but not be limited to:~~

- ~~1. An awards program which highlights and emphasizes individual differences.~~
- ~~2. Adult teams whereby greater educational support is utilized to solve discipline problems.~~
- ~~3. Alcohol and drug programs whereby students can receive assistance to eliminate or minimize discipline problems.~~

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