



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

 @MortonSchoolDistrict214

 @MSD21214

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 7th, 2019

ARTICLE VI

VOLUNTARY TRANSFERS

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.

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.

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

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. These employees shall remain on 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

The seniority list will be updated as vacancies occur. The seniority list is kept up to date and posted online.

Verification of Language:

Local Representative: Michelle Foster

District Representative: Jan. King



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District Offer #3: May 7th, 2019

ARTICLE VII

INVOLUNTARY TRANSFERS

- A. Notice of involuntary transfer, reassignment, or possibility thereof shall be given to a certificated employee as soon as practicable.
- 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, he/she may have an Association representative present at such meeting.
- 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.

Verification of Language:

Local Representative: Michelle Fisher

District Representative: John Hannah

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