

# EXHIBIT E

## ARTICLE XI

### TRANSFER PROCEDURES

#### E. List of Openings

Probationary and Permanent Unit Members:

~~Following the interest survey process listed in section C of this article, K~~known vacancies will be published to employees electronically until two weeks before the start of school. Employees will have ~~three (3) work days 72 hours~~ to express interest in the open position and will be scheduled to participate in the interview process with other transfer candidates soon thereafter. After the position has been posted internally for ~~three (3) work days 72 hours~~, current employees who are still interested but missed the deadline must apply online and compete with outside applicants.

Each such posting shall announce a deadline date for internal applicants, and interested unit members may express interest within ~~three (3) work days 72 hours~~. Employees may express interest in multiple sites, but once assigned to a requested opening must serve there for at least the upcoming school year. Before outside candidates are considered, all unit members appropriately credentialed who have expressed interest in the opening by the end of the ~~three (3) work days 72-hour~~ deadline shall be interviewed and notified of the result. It is understood that the District will, at the same time as the above, be posting and recruiting external applicants as deemed appropriate.

Temporary Unit Members:

The district may continue any temporary unit member at the same school site or position the following year without complying with posting and application procedures.

#### ~~G. Administrative Guidelines~~

~~Prior to effecting the annual assignment changes, the District will develop, in consultation with the Association, more specific administrative guidelines for use in implementing this Article. It is understood that such guidelines must not conflict with the provisions of this Article and that any grievance shall be limited to an allegation that the District has violated an express term of this Article.~~