

**WCBOE-WCTA Negotiations for FY25  
Tentative Agreement on Teacher Article 13.3 Final Assignments**

→ **Article 13.3 Final Assignments**

Black - original language

Blue - new/edit

Final subject matter, course, and/or grade assignments shall be given to unit members if the final assignment is different from the tentative assignment (including tentative assignments for traveling unit members) by August 1st, ~~thirty (30) calendar days before the school year begins~~ except when prevented by unforeseen, unexpected circumstances or unapproved budgets.

**Article 13.2 Changes in Assignment**

A. Changes in grade and/or subject assignment within a school may be made after a meeting between the unit member involved and the appropriate administrator(s), at which the reason(s) for the change in assignment will be given to the unit member. In the event the unit member objects to the change in assignment following this meeting, the unit member shall have, upon request, a meeting with a human resources administrator to discuss the unit member's objection(s) to the reassignment. If the unit member desires, the unit member may bring a fellow unit member and/or an Association representative with the unit member to any of the above meetings.

B. Any unit member involuntarily transferred during the school year to a new teaching assignment may be allowed up to two (2) duty days in the school without teaching for the purpose of packing the materials from the former classroom and establishing the new classroom. The Board will move the unit member's materials upon request.

C. After August 1 and before the first student day, the unit member will be provided 15 hours of compensation for the additional professional duties associated with a change to their final assignment as outlined below:

- Elementary - changed to a different school location, classroom, or grade level; or
- Secondary - changed to a different school location, classroom, or subject matter content area.

**Proposed language without strikethroughs and colors:**

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Mary Heeringa  
Chief Negotiator, WCTA  
UniServ Director, MSEA

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Date

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Terri Baker  
Chief Negotiator, WCBOE  
Executive Director of Human Resources

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Date