

**Staffing Process for Schools Impacted by
the Southeast Enrollment & Program Change
Frequently Asked Questions (FAQs)**

The FAQs below provide information regarding the PAT members staffing process for schools impacted by the Southeast Enrollment & Program changes and is guided by the [PAT-PPS Letter of Agreement](#).

Q: WHAT SCHOOLS HAVE A DIFFERENT STAFFING PROCESS DUE TO THE SOUTHEAST ENROLLMENT AND PROGRAM CHANGES?

A: While there are a significant number of schools and students impacted by the approved boundary and program changes, the number of schools with staffing process changes are limited to:

- Bridger Elementary School
- Creative Science K-8 School
- Harrison Park K-8 School
- Hosford Middle School - Chinese DLI educators only
- Kellogg Middle School - Spanish DLI educators only
- Lent Elementary School
- Mt. Tabor Middle School - Spanish DLI educators only

Q: I AM AN EDUCATOR IN THE DLI PROGRAM AT HOSFORD, KELLOGG OR MT. TABOR, IF THERE ARE NOT ENOUGH ASSIGNMENTS AT THE SCHOOL RECEIVING THE DLI PROGRAM, WHAT HAPPENS TO ME?

A: If there are assignments remaining at the school receiving the DLI program at the school you are assigned, by seniority, educators will be offered those vacancies prior to the internal round. Should there not be enough vacancies at the school receiving the DLI program you will be unassigned and eligible to apply during the internal round.

Q: WILL EDUCATORS BE PAID TO MOVE? WILL THERE BE MOVERS? HOW LONG WILL WE BE GIVEN TO PACK UP OUR CLASSROOMS?

A: Yes. Below is some general information. More details will be available in the Spring as we near the end of the school year.

- ALL personal items must be taken home for the summer and can be brought back to the new classroom once the school is open in the fall.
- There will be movers that will take district material between sites. Remember that Donors Choose and school specific items that were funded for a school, stay with that school.
- Educators moving buildings/sites can receive up to 8 hours to pack and 8 hours to unpack.
- Educators moving classrooms within their current site can receive up to 4 hours to pack and 4 hours to unpack.

Q: WILL ANY OF THE SUPPORT STAFF/INSTRUCTIONAL SUPPORTS ALLOCATED TO THE DLI PROGRAM GO WITH THAT PROGRAM TO LENT?

Q: HOW WILL THE PROCESS WORK FOR CORE ENRICHMENT SPECIALISTS (ART, PE, LIBRARY, ETC, AS ½ OF THE STUDENTS WILL STAY AT LENT AND ½ WILL STAY AT CSS)?

A: Through the survey, each employee at Bridger will identify if they want to be assigned to Creative Science School at Bridger or Lent for the staffing process. This includes all support staff as well as classroom educators.

Q: HOW CAN WE ENSURE OUR EDUCATORS/STUDENTS MOVE TO LENT WITH SOME OF THE SUPPORT STAFF THAT KNOWS THEM?

A: Through the survey, each employee at Bridger will identify if they want to be assigned to Creative Science School at Bridger or Lent for the staffing process.

Q: HOW WILL IT BE DECIDED WHICH STAFF WILL STAY AT CSS/BRIDGER?

A: Through the survey, each employee at Bridger will identify whether they want to be assigned to Creative Science School at Bridger or Lent for the staffing process. Based on the combined seniority list from Creative Science School and educators who selected the new Creative Science School at Bridger, Creative Science School at Bridger completes the regular staffing process, including unassigning educators following 18.6.2.

Q: WHAT WILL BE DONE TO PROVIDE CLOSURE FOR OUR BRIDGER COMMUNITY AS WE ARE DIVIDED AND THE SCHOOL IS CLOSED/RENAMED CSS?

A: Strategies are being discussed to provide staff and students closure through these processes.

Q: WHAT OPTIONS ARE THERE FOR MOVING TO A SCHOOL OUTSIDE OF THE SEGC CHANGES?

A: After employees select their assigned school, the regular staffing process is completed, including unassigning educators following 18.6.2. Eligible educators (those unassigned, prob 2, 3, and contract) can apply for a transfer to open positions through the internal round. Educators who are not eligible for the internal round and would like to move to a different school are able to apply through the external round.

Q: HOW MANY TEACHERS WILL LOSE THEIR JOBS?

A: Through the SEGC enrollment and program changes, some staff will be reassigned, and may potentially be unassigned. Should there be layoffs, they will be a result of budget

reductions, enrollment decline, and board approval; however, there will not be layoffs due to the SEGC enrollment and program changes.

Q: HOW IS SENIORITY DETERMINED? WHAT IS THE UNASSIGNMENT PROCESS?

A: Seniority is determined by your professional hire date. PAT has developed a few staffing and unassignment process FAQs. Please review those here:

- [Unassignment & Transfers - Article 18 FAQs](#)
- [Applying and Interviewing for Positions - Article 18 FAQs](#)

Q: IF I AM THE 0.5 FTE AT ONE SITE AND 0.5 FTE MUSIC AT BRIDGER, WILL I BE ASSIGNED FOR THE 0.5 FROM BRIDGER? AM I RESPONSIBLE FOR FINDING MY OWN 0.5 FTE?

A: The amount of FTE an educator is at an impacted site is the amount of FTE that would be assigned to the school selected through the survey. The FTE amount at a school that is not impacted by SEGC will not be impacted by the SEGC staffing process and will follow the regular staffing process as outlined in 18.6.2. Should an educator seek a full time position at a single site, they are able to apply for a transfer through the internal round (if eligible) or external round.

Q: WHEN WILL WE KNOW IF WE HAVE JOBS AT LENT/CSS/CLARK/ETC?

A: Once educators have selected their assigned school for the 2022-2023 school year, following appropriately combined seniority lists, administrators complete the regular staffing process following 18.6.2. The goal is to begin the regular staffing process in late January.

Q: WHEN WILL WE KNOW WHO THE PRINCIPAL WILL BE AT EACH SCHOOL FOR THE 2023-2024 SCHOOL YEAR?

A: There are no changes to the school administrators at this time. As soon as the principal is hired for Clark Elementary School, they will be announced.