



Memorandum of Understanding  
Between  
Fremont Unified School District  
and  
Fremont Unified School District Teachers Association  
Lila Bringhurst Elementary School Transfer and Priority  
2018-2019

The intent of this Memorandum of Understanding (MOU) is to establish criteria for Fremont Unified School District Teachers Association (FUDTA) unit members to transfer into the new Lila Bringhurst Elementary School. This Memorandum will be in full force during the spring of 2018 - 2019 school year for the 2019 - 2020 school year. At any time during the period of this MOU, either party can request to meet and confer regarding the transfer process.

Statements of Understanding

The priority for filling the new Lila Bringhurst Elementary School positions will be in alignment with California Education Code 35036. The intent of the provision is to ensure current employees are interviewed, but does not guarantee selection. The Fremont Unified School District (FUSD) and the Fremont Unified District Teachers Association (FUDTA) reach the following agreements in order to implement the transfer timeline and interview priority:

2018-2019 Lila Bringhurst Elementary School Transfer Timeline\*

- By 1/14/19                      The Department of Human Resources will announce the Lila Bringhurst Elementary School Transfer Application Process to the FUDTA bargaining unit members.
- By 2/1/19                        Unit members shall submit the Lila Bringhurst School Transfer Application to the Department of Human Resources, Attention: Director of Certificated Personnel. Human Resources will verify proper credentialing for all interested transfer candidates.

After 2/1/19 Interviews will follow according to the Transfer Priority for Interviews listed below.

By 4/1/19 It is the intent of the Human Resources Department to notify those selected for a Lila Bringhurst Elementary School position. Due to unknown timelines of staffing allocations, the above timelines may be adjusted in consultation with FUDTA. Surplusing at any site will follow Article 9.7.


*\*The Lila Bringhurst Elementary School Transfer Timeline will be subject to change based on the construction timeline.*

Transfer Priority for Interviews


The Director of Elementary Education and the principal shall conduct interviews. The decision of accepting a transfer lies solely with the principal and/or Director of Elementary Education.

1. All teachers with appropriate credentialing who are requesting a change in assignment specific to Lila Bringhurst Elementary school;
2. Temporary unit members on Rehire List;
3. New hires.

This Memorandum of Understanding is the product of collaboration between FUSD and FUDTA and through their respective representatives, and was not prepared or drafted by only one party. This MOU shall be construed in accordance with the laws of the State of California. This MOU supersedes any provisions of the negotiated Agreement regarding transfers except as specifically indicated herein, and shall remain in place for the length of the Memorandum of Understanding unless otherwise amended and agreed to in writing by both parties.

  
Victoria Birbeck-Herrera  
FUDTA President

11/13/18  
Date

  
Raúl M. Zamora, Ed.D.  
Assistant Superintendent

11/13/18  
Date