

# **MEMORANDUM OF UNDERSTANDING BETWEEN THE MENIFEE TEACHERS ASSOCIATION AND THE MENIFEE UNION SCHOOL DISTRICT**

REGARDING ARTICLE 13: TRANSFER AND REASSIGNMENT FOR THE PERIOD  
OF July 1, 2025, THROUGH JUNE 30, 2026

The Menifee Union School District ("District") and the Menifee Teachers Association ("Association"), jointly known as the Parties ("Parties"), enter into this Memorandum of Understanding regarding Article 13: Transfer and Reassignment Subsections 13.4.3 - 13.4.6 for the 2025/2026 school year.

**Unless otherwise noted, all provisions outlined in the Collective Bargaining Agreement shall continue to apply.**

13.4.3 When the District/Site Administrator determines that a reassignment is necessary, Unit Members within the impacted grade level(s) or content area(s) will be subject to reassignment based on the following prioritized criteria:

- 13.4.3.1 The Unit Member's credential(s)
- 13.4.3.2 The requirements of the position, including required certifications
- 13.4.3.3 The Unit Member's graduate degree(s)
- 13.4.3.4 Site seniority
- 13.4.3.5 District seniority

13.4.4 Unit Members who have been reassigned within the past three school years shall be ineligible for reassignment unless no other eligible Unit Member is available.

13.4.5 Reassignments shall only be undertaken to meet the needs of the students of the Menifee Union School District, as determined by the District/Site Administrator, with consultation from the Assistant Superintendent of Personnel when necessary.

13.4.6 In cases where all criteria are equal, the Assistant Superintendent or their designee shall determine the Unit Member to be reassigned to best meet the needs of the position. The Assistant Superintendent or designee shall meet with the Menifee Teachers Association President or their designee to review the selection process.

## **DURATION**

- This Memorandum of Understanding addresses the specific components of Article 13: Transfer and Reassignment and expires on June 30, 2026, unless extended by mutual written agreement of the Parties. The preceding provisions

are intended to be incorporated into the Collective Bargaining Agreement upon expiration of this MOU. The provisions of this agreement shall not be modified and/or changed unless both parties mutually agree.