

**CONSULTATION AGREEMENT
BETWEEN THE
AUSTIN INDEPENDENT SCHOOL DISTRICT
AND
EDUCATION AUSTIN**

SUBJECT: CAMPUS CLOSURE

The identified parties support Board Policy DFBB (LOCAL) #10 and the accompanying Regulation, adopted by the Board of Trustees on April 13, 2009. The policy and regulation (see attachment) address the treatment of staff as a result of a state mandate to close a campus.

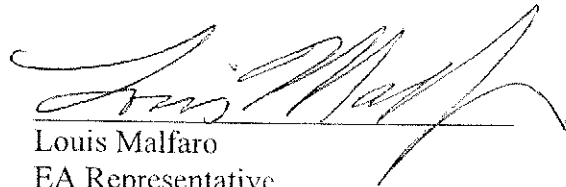
attachment



Pascal D. Forgione, J. Ph.D.
AISD Representative

6/2/09

Date



Louis Malfaro
EA Representative

6/1/09

Date

DFBB (LOCAL) #10

Current: A decision by a campus intervention team under Code 39.1324 that the employee not be retained at a reconstituted campus.

Adopted: A decision pursuant to Education Code 39.1324 and related regulations promulgated by the Texas Education Agency.

DFBB (LOCAL) #10 REGULATION CAMPUS CLOSURE

1. Professional employees at an Academically Unacceptable campus faced with possible closure will be placed immediately on the district's annual voluntary transfer list upon request.
2. In the event of a state directed campus closure, professional employees displaced will be given preference over outside hires by: a.) providing a separate job fair at the closed campus with appropriate principals/assistant principals in attendance, and b.) providing an opportunity to interview in advance of other applicants at the general job fair.
3. Professional employees displaced will also be provided appointments and interviews for vacancies and must accept a minimum of three job interviews for positions they are certified to teach. Additionally, upon request and to every extent possible, professional employees displaced will be granted an interview for a vacancy posted by the district and for which they are qualified.

4. Professional employees who are not selected for permanent positions may request to be interviewed for possible selection as a Contingent Teacher beginning August 1 at schools identified by the Office of Human Resources. The Principal will interview the professional employee displaced and decide if he/she wishes to accept the Contingent Teacher and their specific employment conditions. If the Principal selects the Contingent Teacher, the campus will receive an extra staff allocation for the Contingent Teacher for the entire school year.
5. A Contingent Teacher will be evaluated using the PDAS evaluation instrument regardless of years of experience or years remaining on their employment contract, will work the same school calendar as a permanent teacher, will receive his/her regularly scheduled teacher salary and will receive district wage increases.
6. A Contingent Teacher must receive a positive evaluation in order to secure permanent placement.
 - A. A Contingent Teacher who receives a positive evaluation at a campus that has a vacancy during the year or for the following year in that teacher's area of certification will become a permanent teacher at that campus.
 - B. A Contingent Teacher who receives a positive evaluation at a campus that does not have a vacancy during the year or for the following year will be assigned to a campus as a permanent teacher.
 - C. A Contingent Teacher who performs unsatisfactorily will be placed on an improvement plan and given an opportunity for professional growth. If the teacher's performance does not improve, the district will terminate the teacher's employment contract or permit the teacher to resign.

7. In the event that a professional employee displaced has not been selected as a Contingent Teacher by the beginning of the school year, the professional employee will be assigned to a campus as a Permanent Substitute Teacher. The Permanent Substitute Teacher status includes substituting at one campus for the entire year or until selected for a vacant position, evaluated using the PDAS Waiver evaluation instrument regardless of years of experience or years remaining on their employment contract, will work the same school calendar as a permanent teacher, will receive his/her regularly scheduled teacher salary and will receive district wage increases. The Permanent Substitute Teacher status is applicable to a displaced teacher for up to two school years after the closure of a campus.
8. In the event that a professional employee serving as a Permanent Substitute Teacher has not been selected for a permanent position by March 1 of the second school year following the closure of a campus, the district will follow the non-renewal of employment process or permit the professional employee to resign.
9. The district will waive DK Regulation by permitting a professional employee whose employment contract has been non-renewed or recommended for non-renewal, to continue seeking employment in the district.