



Minneapolis Federation of Teachers and ESPs
A Union of Professionals



Standing Together for Students!

ESP Bargaining 2019

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Article: 3.9.2, 17 Page:

Topic: Voluntary Transfer

3.9.2 Voluntary Transfer: Voluntary Transfer: All Educational Support Professionals must complete a one hundred thirty (130) working day probationary period to be considered for a voluntary transfer. At the end of each school year, during which positions are posted and staffed for the following year, all educational support professionals are allowed to apply for a voluntary transfer. All voluntary transfers performed during the school year must occur after the employee completes a 130 duty day probationary period.

17.5 Promotion.

17.5.1 Definition: A promotion is a change to a different classification at a higher salary range. Eligible permanent Educational Support Professional employees will apply online to be considered for promotion.

17.5.2 Effect on Seniority: Seniority in the new job title will begin on the effective date of promotion.

17.5.3 Probationary Period for Promotions:

- a. **Length of Probation Period:** Permanent Educational Support Professionals who obtain promotions to new classifications must serve a probationary period of ~~sixty-five (65) workdays to be certified to the new position. Effective July 1, 2014, this probationary period shall be~~ ninety (90) calendar days. 90 calendar days.

