

Memorandum of Understanding

The Southern Plains Education Cooperative (SPEC) and the Southern Plains Education Support Personnel (SPESP) have a Master Agreement that expires on June 30, 2018. Article VII, Section 3 of the Master Agreement addresses the Layoff process.

Due to special circumstances that have arisen, both parties agree to modify Article VII, Section 3:

Section 3 – Layoffs

Should the Cooperative and the Director determine that layoffs are necessary, the least senior employee, in the building experiencing a reduction in position(s), should be the first laid off.

If an individual has met continuing contract rights according to Article VII, Section 1, employees will be recalled to open positions in the inverse order in which they are laid off. Employees will remain on the recall list for two years or until a position becomes available. If an individual is recalled to an open position, within classification, they will be contacted at the last address and phone number on file at the Southern Plains' Executive office. The individual has 48 hours to determine if they will accept the position. If the individual refuses the position, the individual is removed from the recall list.

If there is a gap in service of more than one calendar year, the individual will start with the same step. The individual will have a new start date and previous benefits earned will be lost.

If there is a gap in service of less than one calendar year, the individual will start with the same step, same start date, and benefits will not be lost.

Both parties agree that the modification will be effective upon ratification and will remain in effect for the 2017-18 school year.

Signatures:

Co-President, SPESP

Director, SPEC

Co-President, SPESP

Board Chair, SPEC

Date

Date