

## VOLUNTARY IN-DISTRICT EXCHANGE OF STAFF

The Fall Mountain Regional School District encourages teachers and staff to engage in experiences which enhance their awareness of the District, its staff and the schools. One way to accomplish this is to give teachers and staff an opportunity to participate in a voluntary “in-district exchange” of job placements. To ensure that such an exchange will be in the best interest of students in the District, the following guidelines apply:

- All exchanges under this plan are voluntary and must be requested in writing by the staff members prior to January 31, the school year preceding the proposed exchange.
- All voluntary exchanges must be approved by the Fall Mountain Regional School District Board, based upon recommendations. The Superintendent and both Principals of those schools affected by the exchange must agree to the exchange.
- Staff must have appropriate certifications and adequate qualifications for the position to which they wish to exchange.
- All voluntary exchanges are for a one-year period. All employees will be guaranteed a position at the end of the year.
- Given equivalent responsibilities, all benefits, including health, dental, life and disability insurance, leave time, etc., shall be the same for the employee as he/she would have had in his/her permanent position. Salaries will be based upon the salary assigned to the exchanged position. Seniority will accrue as per the collective bargaining agreement.