Transfer Employee Guarantees

This statement of guarantees applies only to "transfer employees", i.e., those employees of the Albuquerque Public Schools or the Jemez Valley Public Schools whose regular work assignment was at one of the seven Rio Rancho schools and who were employed in that capacity on the last day of their normal work year, 1993-94 or who were on approved leave from the employing district as of that date.

A. Pursuant to the Order of Creation, all transfer employee certified school instructors with three or more consecutive years of employment with APS or Jemez Valley will be offered employment with the Rio Rancho Public Schools for the 1994-95 school year, if still assigned at work at one of the seven Rio Rancho schools. Upon accepting employment with the Rio Rancho Public Schools, these employees will be deemed to have been employed by the district for three or more consecutive years.

B. All transfer employee certified school instructors with less than three consecutive years of employment with the previous district who accept employment with the Rio Rancho Public Schools for the 1994-95 school year shall be credited with the same service toward attainment of three consecutive years of employment with the Rio Rancho Public Schools as they had accrued with APS or Jemez Valley for the 1993-94 school year, as specified by the Order of Creation.

C. All transfer employees who accept employment with the Rio Rancho Public Schools for the 1994-95 school year will be given credit for all years of employment with the previous employing district for calculating salary schedule placement or any other compensation calculation to the extent that years of experience with the Rio Rancho Public Schools would be a determining factor.

D. Transfer employees will be given full credit by the Rio Rancho Public Schools for all earned, unused sick leave which was accumulable under the policies of the previous employing district.

E. Every transfer employee whose Rio Rancho 1994-95 scheduled salary would be less than the employee would have earned on the applicable 1993-94 salary schedule in the previous employing district shall be "held harmless", i.e., paid the 1993-94 salary figure from the previous district until the employee's salary on the applicable Rio Rancho salary schedule equals or exceeds the "hold harmless" figure.

Rio Rancho Public Schools
Adopted: April 15, 1994
Revised: August 29, 1994
Revised: August 9, 1999