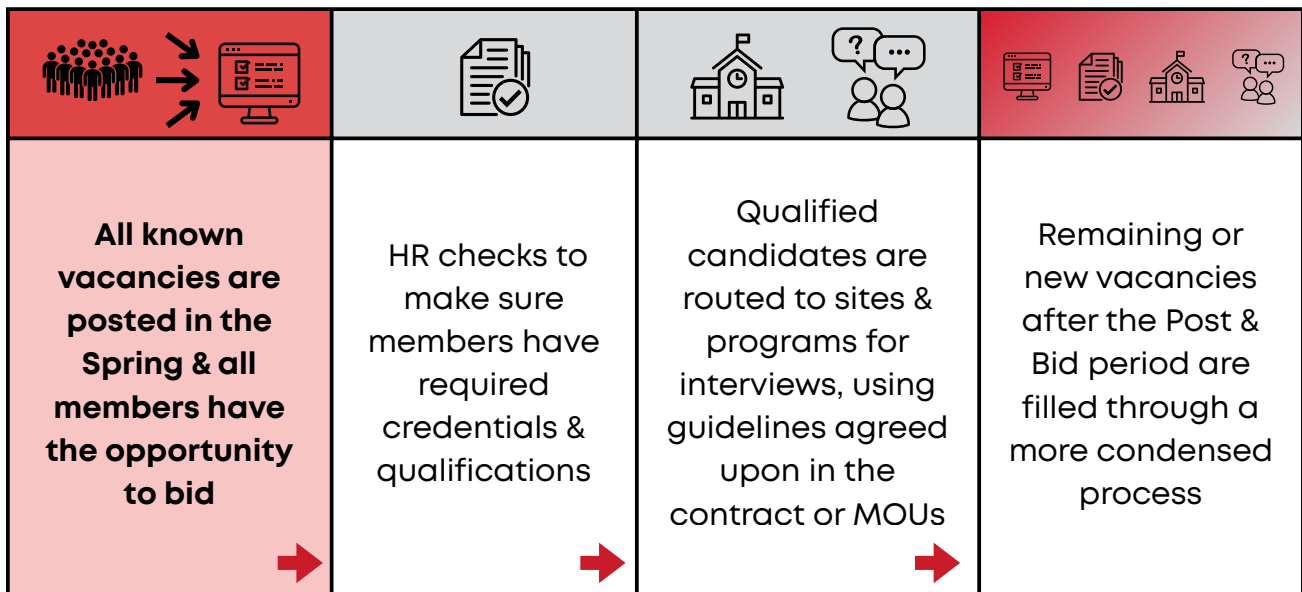


KNOW YOUR RIGHTS!

Post & Bid

THE ANNUAL POST & BID is the process for SDEA members to be considered for vacant positions for the upcoming school year. Article 12 in our union contract and the more recent transfer MOU has rights to make this process equitable.



IN 2026, BIDDING WILL BE FROM MARCH 16 - 27

HOW HAVE TRANSFER RIGHTS CHANGED?

In April of 2025, members ratified an agreement to improve the Transfer process. Improvements include:

- Ongoing measures to eliminate the disruption of Fall “Excessing,” or involuntary transfers during the school year
- In the streamlined process, everyone bids on positions at once.
- Educators who are excessed (“Priority Consideration” candidates) are staffed first (Phase 1)
- Admin *must* interview the top 6 most senior (& qualified) voluntary transfer applicants (Phase 2)



REFERENCES & RESOURCES:

- SDUSD Site Operations Bulletin No. 59: Spring Post and Bid 2025-2026
- Current Transfer Agreement; April 2025 MOU
- Article 12 in SDEA Contract

KNOW YOUR RIGHTS!

Post & Bid



PRIORITY CONSIDERATION:

Transfer rights can feel complicated because they involve balancing the rights of all members. After all, often multiple members are interested in the same position. In our union contract, some members have “Priority Consideration” for open positions:

- Members who were excessed (voluntarily or involuntarily)
- Members returning from long-term leaves who do not have return rights to their former position

This means that those members are placed first, so that members who *have* to move get a position before members who *want* to move to a new position.

GUARANTEED INTERVIEWS:

For each opening, admin must interview the top 6 most **senior** (& qualified) voluntary transfer applicants. **Seniority depends on facts that the District can get wrong!** Reach out to your site reps if you have questions.

CAN I BID ON ANY POSITION?

Keep in mind that HR will only route *qualified* candidates for interviews. This includes having any required credentials, so make sure your credentials are up to date... not only with the CTC, but also that HR has your up-to-date credential information.

REFERENCES & RESOURCES:

- [CTC Credential Lookup](#)
- [Current Transfer Agreement; April 2025 MOU](#)
- [Article 12 in SDEA Contract](#)

RELATED RIGHTS:

- [Know Your Rights: Excessing](#)