



Human Relations

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**Assistant
Superintendent**
Brett Killeen

May 5, 2016



Re: Involuntary Transfer

Dear [REDACTED]:

Please be advised that, pursuant to Article 21.3.2 (f) of the Collective Bargaining Agreement between the Vista Unified School District and Vista Teachers Association, you are being involuntarily transferred to Vista Magnet Middle School, effective at the start of the 2016/2017 school year. The reason for the transfer is:

Article 21.3.2 (f): To facilitate a personnel issue that cannot be handled in another venue (see a-e above). Prior to using this reason, other means to solve the issue must have been exhausted. The reason for such involuntary transfer cannot be for punitive purposes, disciplinary purposes, arbitrary or capricious reasons or without a basis in fact as outlined in 21.3.5 below.

The personnel issue relates to a recent District investigation, from which we have determined that your continued assignment at Vista High School is untenable. This transfer is not disciplinary in nature, but it is proactive and necessary to ensure Vista High School students will be free from harassment and intimidation, which is in the best interests of the District, students and parents. We also believe this transfer will be in the best interests of your continued employment with the District.

Anne Green, who is the Vista Magnet Middle School principal, will assign you to an appropriate schedule teaching mathematics. Please contact Mrs. Green to let her know your preference in a math teaching assignment, in order for us to facilitate master schedule development.

Sincerely,

Brett A. Killeen