



**The Yuba Environmental Science
Charter Academy
(YES Charter Academy)**

"YES to Excellence in Education"

**CHARTER PETITION
Element 13**

Prepared in compliance with the terms, conditions, and requirements of
The Charter Schools Act, Education Code Section 47600, *et seq.*, and related
statutes



XII. Element 13 -- Rights of School County Office of Education Employees

"A description of the rights of any employee of the school district upon leaving the employment of the school district to work in a charter school, and of any rights of return to the school district after employment at a charter school."

Education Code Section 47605(b)(5)(M)

No public school County Office of Education employee shall be required to work at the Charter School. Employees of the County Office of Education who choose to leave the employment of the County Office of Education to work at YES CHARTER ACADEMY shall have no automatic rights of return to the County Office of Education after employment at YES CHARTER ACADEMY unless specifically granted by the County Office of Education through a leave of absence or other agreement or policy of the County Office of Education as aligned with the collective bargaining agreements of the County Office of Education. The County Office of Education shall not have the right to place teachers at the YES CHARTER ACADEMY. Charter School employees shall have any right upon leaving the County Office of Education to work in the Charter School that the County Office of Education may specify, any rights of return to employment in a school County Office of Education after employment in the Charter School that the County Office of Education may specify, and any other rights upon leaving employment to work in the Charter School that the County Office of Education determines to be reasonable and not in conflict with any law.

All employees of the Charter School will be considered the exclusive employees of the Charter School and not of the County Office of Education, unless otherwise mutually agreed in writing. Sick or vacation leave or years of service credit at the County Office of Education or any other school district will not be transferred to the Charter School. Employment by the Charter School provides no rights of employment at any other entity, including any rights in the case of closure of the Charter School.