

## **ARTICLE V. PERSONNEL**

### **Section 14. Staffing, Assignment, Layoff and Recall of Tenured Teachers.**

Staffing, assignment, layoff and recall of teachers working for the District who fall within the definition of a tenured teacher, as defined by the Michigan Teachers' Tenure Act, MCL §380.71 *et seq.*, are governed by applicable state law. All personnel decisions regarding staffing, assignment, layoff and recall of a tenured teacher shall be made based on the following factors, in order of priority:

- a. individual performance;
- b. significant, relevant accomplishments and contributions; and
- c. relevant specialized training.

The Superintendent has the sole discretion to make personnel decisions. Length of service or tenure status will not be a consideration in any personnel decisions unless the factors listed above are equal. The decision of the Superintendent shall be final.

A teacher who has received an end of the year performance review rating of "ineffective" shall not be given preference that would result in that teacher being retained over another teacher who received an end of the year performance rating that is higher than "ineffective."

The Board has the sole authority to make decisions relative to prohibited subjects of bargaining.