

ARTICLE V. PERSONNEL

Section 14. Staffing, Assignment, Layoff and Recall of Classroom Teachers

Staffing, assignment, layoff and recall of teachers working for the District, as defined under Section 1249 of the Revised School Code, MCL 380.1249, shall be consistent with Section 1248 of the Revised School Code, MCL 380.1248, the Teacher Tenure Act, and other applicable state law. All personnel decisions regarding staffing, assignment, layoff and recall of such teachers, including filling a vacancy, placing a teacher in a classroom, or conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a teaching position, shall be made based on the following factors:

- a. Effectiveness as measured under the performance evaluation system prescribed by Section 1249 of the Revised School Code, MCL 380.1249;
- b. The teacher's length of service in a grade level or subject area, and recency of such service;
- c. The teacher's disciplinary record;
- d. Significant, relevant accomplishments and contributions above normal expectations of the teacher's peer group and/or a demonstrated record of exceptional performance;
- e. Relevant specialized training (beyond District or state requirements) and the demonstrated integration of that training into instruction in a meaningful way;
- f. The teacher's attendance (excluding absences subject to the Family Medical Leave Act or as "reasonable accommodations" pursuant to the Americans with Disabilities Act);
- g. The academic needs and interests of District students;
- h. Considerations of maintaining consistency of instruction in, and/or not disrupting, a current class or program; and
- i. The best interests of the District's educational program; for example, where the disadvantages, drawbacks and/or difficulties that would result from a teacher transferring from one class or program to another would outweigh the advantages or benefits to the overall educational program from such a transfer (e.g., where it would be difficult to fill the vacancy created by such transfer).

Length of service or tenure status may be a consideration in any personnel decisions where the factors listed above are equal. The Superintendent may identify additional job-related tiebreakers related to effectiveness to be utilized before considering length of service or tenure status. The Superintendent shall make personnel decisions based upon the factors above. The decision of the Superintendent shall be final, subject to applicable collective bargaining agreements.

A teacher who has received an end of the year performance review rating of “Ineffective/Needs Support” 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/Needs Support.”

A teacher on an individualized improvement plan (IDP) related to performance issues shall be taken into consideration in evaluating a teacher’s effectiveness under the performance evaluation system prescribed by Section 1249 of the Revised School Code.

"Vacancy" shall mean and include any unoccupied position to be filled by the Board, after all other positions have been filled by District assignments, voluntary and involuntary transfers, job sharing, and/or recalls, in the manner and to the extent determined by the District as appropriate, and which vacancy is posted in a manner by the District seeking applicants; a “vacancy” shall not include a position which is unfilled due to the leave of absence of a teacher for less than a full school year and the teacher is expected to return to the position following the leave of absence.

The Board adopts the Administrative Guidelines and procedures therein in further support and implementation of this Policy, entitled “AG 5.14 Staffing, Assignment, Layoff and Recall of Classroom Teachers.”