

Cache County School District

Policy Series 5000: Personnel

Policy No. 5135

Teacher Displacement in Dual Immersion Schools

I. In the case of Dual Immersion schools, the requirements for specific teaching qualifications, with related target language proficiency, may occasionally require some teacher displacement from the existing staff in those schools. When displacement is necessary the following procedures will be followed:

- A. The principal of the Dual Language Immersion (DLI) school will publicly ask if any of the existing staff has an interest in voluntarily transferring to another school in order to create an opening at the DLI school. Those volunteering will be given priority, by the school district, for placement at schools and grade levels where a current vacancy exists, and where the volunteer may be interested in teaching.
- B. When a DLI school already has an opening on their staff in a grade other than the one needed for DLI placement, the principal must create the appropriate DLI grade opening through principal reassignment of existing staff within the school (see policy III-B8). Teachers that do not wish to accept the re-assignment within the building will be given priority as a voluntary transfer to another school where a current vacancy exists. The original opening at the DLI school should not be filled until the transferring teacher has been placed at another school or the district has given permission to fill the vacancy.
- C. When no opening exists on a staff and a new DLI teaching assignment is required, involuntary transfer will be necessary. This decision on who will be required to transfer will be made primarily by determining the teacher with the least seniority in the school district within the DLI building staff, regardless of grade level. Principals will also consider required licenses and endorsements in making this determination. Those individuals identified will be notified of the need for an involuntary transfer by the Superintendent and/or his designee. Teachers that must be involuntary transferred due to DLI requirements will be given priority for placement at any other opening in the school district for which their certification qualifies them.
- D. The companion English teacher assignment for a DLI pairing will be made by the principal first asking for volunteers. If no one volunteers, the principals will make the assignment based upon the overall needs of the school.
- E. A district DLI advisory board will be formed in conjunction with CEA to review all displacement decisions for DLI schools. The focus of this committee will be to determine if the protocol in this agreement has been followed.
- F. The timeline for determining any related DLI involuntary transfers will be made as soon as possible after FTE allocations have been made to the affected DLI school.

Legal References:

Approved by the Board of Education: May 16, 2016.