

DISPLACED TEACHER
REASSIGNMENT GUIDELINES
2009-2010

The assignment of a teacher who has attained continuing teacher status may be changed because of elimination of the position/programs to which s/he was appointed or due to reduction of teaching positions at their school site. This teacher will be identified as a displaced teacher.

Identification of the displaced teachers at a site/program that is determined to be over-staffed based upon student enrollment and/or decrease in grade level sections or programs shall be determined by:

- Date of district hire, by school
- Should the Governing Board date of hire be the same for many teachers, the hiring PAR will then be used to determine reassignment priority

Displaced teachers will be surveyed to ascertain their preferences of schools, grade levels and/or content areas. These preferences will be considered in making reassignment decisions.

Reassignment Procedures:

- The names of all teachers who have been displaced from their current teaching position due to staff reduction at their schools will be placed on a list to be reassigned prior to placement of the RIF teachers on the recall list. Reassignment of teachers will be determined by:
 - Governing Board approved date of hire. Should the Governing Board date of hire be the same for many teachers, the hiring PAR date will then be used to determine reassignment priority
 - Area(s) of certification required for the open position
 - Area(s) of highly qualified for the open position
- Means of contact
 - Reassigned teachers will be contacted by phone by Human Resource Services
- Means of reassignment
 - Based on date of hire, positions for which teachers are qualified/certified
 - Choices of assignment will be offered if multiple positions are available
- Means of acceptance of offered position
 - Reassigned teachers will notify Vickie Middleton in writing, or email, of their intent to accept the offered position by close of business the day following the day of offer of employment.
 - Should the teacher reject the initial offer(s) of hire, reassignment will be determined by Human Resource Services based upon the needs of the district. (Policy GCK, GCK-R)