

POLICY 3130.10

PLACEMENT OF TEACHERS

The Superintendent or designee shall determine teacher placement based on qualifications (as defined by the District, which shall include but not be limited to state and federal requirements such as certification, Highly Qualified requirements, endorsements, etc.), the academic needs and best interest of District students, and the District's educational program. Teacher preference(s) may also be considered via the district transfer procedures. At all times, the District shall strive to place the most effective and qualified teachers in assignments aligned with student and District needs.

For purposes of this policy, "placement" shall mean and include the filling of vacancies, voluntary and involuntary transfers, and job sharing. "Vacancy" shall mean and include any unoccupied position to be filled by the Board, after all other positions have been filled by District assignments, transfers, or recalls, in the manner and to the extent determined by the District as appropriate.

For purposes of this policy, "teacher" includes individuals whose employment is regulated by the Tenure Act (individuals with teaching certificates as defined by the Teacher Certification Code) and who are assigned to positions within the District for which the Michigan Department of Education (MDE) requires a teaching certificate. Individuals who do not possess teaching certificates but are serving a probationary period under the Tenure Act are also considered a "teacher" for purposes of this policy. This policy applies to any employee that is covered by the collective bargaining agreement with the DFT and the Board of Education. This policy also applies to the filling of Summer School, Adult Education, Bilingual Enrichment Programs and any other program that requires teacher certification and Highly Qualified Teaching credentials.

Teacher placement decisions, and the impact of such decisions on the individual teacher or the bargaining unit, may not be the subject of any terms or conditions within a collective bargaining agreement between the District and a collective bargaining representative of such teachers. The Superintendent or designee shall develop and adopt administrative guidelines/procedures/rules/regulations related to teacher placement.

(Approved May 13, 2013)