

POLICY 3130.20

PLACEMENT OF ADMINISTRATORS

The Superintendent or designee shall determine administrator 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. Administrator preferences may also be considered by the Superintendent. At all times, the District shall strive to place the most effective and qualified administrators 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, 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.

This policy applies to administrator placement given the fact that administrators in Dearborn have employment that is regulated by the Tenure Act. This policy applies to school administrators (individuals with teaching certificates as defined by the Teacher or Administrator Certification Code), who are assigned to positions within the District for which the Michigan Department of Education (MDE) requires an administrator certificate or equivalent. In addition, this policy applies to any employee that is covered by the collective bargaining agreement with the ADSA and the Board of Education. This policy also applies to the filling of Summer School, Bilingual Programs and any other programs that require administrator certification or equivalent.

Administrator placement decisions, and the impact of such decisions on the individual administrator 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 administrators. The Superintendent or designee shall develop and adopt administrative guidelines/procedures/rules/regulations related to administrator placement.

(Approved May 13, 2013)