

Section 6000 – Negotiations

6300.1 Layoff and Recall of Teachers (Cf. 6300)

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For teachers, as defined in Section 1 of Article 1 of the Michigan Teachers' Tenure Act, all personnel decisions when conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a position, when conducting a recall from a staffing or program reduction, or in making any other personnel determination resulting in the elimination of a position or in hiring after a staffing or program reduction, or any other personnel determination resulting in the elimination of a position, the Board of Education shall ensure that such decisions are based on retaining effective teachers.

Effectiveness shall be measured by the performance evaluation system under Section 1249 of the Michigan Revised School Code and shall be made based on the following factors:

1. Individual performance, which shall be the majority factor in making such decisions and which shall consist of, but not be limited to, all of the following:
 - a. Evidence of student growth, which shall be the predominant factor in assessing an employee's individual performance.
 - b. The teacher's demonstrated pedagogical skills, including at least a special determination concerning the teacher's knowledge of his or her subject area and the ability to impart that knowledge through planning, delivering rigorous content, checking for and building higher-level understanding, differentiating, and managing a classroom, and consistent preparation to maximize instructional time.
 - c. The teacher's management of the classroom, manner and efficiency of disciplining pupils, rapport with parents and other teachers, and the ability to withstand the strains of teaching.
 - d. The teacher's attendance and disciplinary record, if any.
2. Significant, relevant accomplishments and contributions. This factor shall be based on whether the individual contributes to the overall performance of the school by making clear, significant relevant contributions above the normal expectations for an individual in his or her peer group and having demonstrated a record of exceptional performance.

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3. Relevant special training. This factor shall be based on the completion of relevant training other than the professional development or continuing education that is required by the employer or by State law, and integration of that training into instruction in a meaningful way.

A teacher who has been rated as ineffective under the performance evaluation system shall not be retained over a teacher who has been rated as minimally effective, effective, or highly effective under the performance evaluation system.

Probationary teachers rated as effective or highly effective shall not be displaced by a teacher on continuing tenure solely because the other teacher has continuing tenure.

Except as otherwise provided within this policy, length of service or tenure status shall not be a factor in a personnel decision subject to this policy. However, if that personnel decision involves two or more employees and all other factors distinguishing those employees from each other are equal, then length of service or tenure status may be considered as a tiebreaker.

Approved: March 18, 2013

LEGAL REF: Public Employment Relations Act (PERA, as amended (MCL 423.215), 2011 Public Act 103 Amendment to Section 15 PERA (MCL 423.215), Public Act 102 of 2011 (Section 380.1248 of the Revised School Code); Public Act 103 of 2011 (Section 423.215(3)(k).