

Addendum to BCEA Contract

Teacher Placement

Placement includes, but is not limited to, assignment, transfer, or the filling of a position with current staff. Placement does not include reduction-in-force or recall decisions.

- A. Teacher placement decisions shall be based on the following clear and transparent factors:
 1. Staffing the curriculum with the most effective and qualified teachers to instruct the applicable courses, grades, and school schedule.
 2. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.
 3. Teacher placement decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249.
- B. Teacher placement decisions will be guided by the following criteria:
 1. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), and department(s).
 2. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be:
 - A) Determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and
 - B) Based on documentation on file with the Superintendent's office.
 - 1) A teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.
 - 2) If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

3. In addition, teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:
 - A) Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - B) Credentials needed for District, school, or program accreditation;
 - C) District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - D) Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - E) Disciplinary record, if any
 - F) Length of service in a grade level(s) or subject area(s);
 - G) Recency of relevant and comparable teaching assignments;
 - H) Previous effectiveness ratings;
 - I) Documented attendance irregularities or concerns
 - J) Rapport with colleagues, parents, and students;
 - K) Ability to withstand the strain of teaching;
 - L) Compliance with state and federal law; and
 - M) Any additional factors identified through established district criteria or guidelines (grading procedures, mentoring program, schedule B)
4. Length of service will be considered as a tiebreaker if a teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.

A teacher may express in writing a preference for and/or request consideration for a teacher position for which the bargaining unit member is certified and qualified. Such requests submitted within the open positions posting timeline to the Superintendent may be considered by the administration, but does not guarantee any request will be honored. All placement decisions must be made in compliance with the district's placement procedures.

Vacant Positions

The Superintendent or designee determines when a vacancy exists. Generally, a vacancy is an unassigned, open position or a newly created position that the District intends to permanently fill. Vacancies may be posted by the administration and be filled by a certified and qualified internal or external candidate consistent with policy. The Superintendent or designee has full discretion to

assign Professional Staff or contractors to cover employee absences consistent with business necessity and operational needs.