

Layoff and Recall of Teachers and Administrators

Teacher and administrator layoff and recall decisions shall be made based on the goal of retaining effective teachers and administrators. Therefore, when conducting a staffing or program reduction, recalling from a staffing or program reduction, making any other personnel decision resulting in the elimination of a position, hiring after a staffing or program reduction, or making any other personal determination related to such decisions, the Superintendent and administrative staff shall ensure that all such decisions are based on the retention of effective teachers and administrators.

All criteria used when making decisions relating to personnel reduction of teachers and administrators shall be construed and applied in a manner consistent with section 1248 of the Michigan Revised School Code, as it may be amended from time to time.

Personnel decisions involving teachers and administrators within the scope of this policy shall not use length of service or tenure status as the primary of determining factors, and these factors shall apply only in the circumstances stated provided under the law, within this policy and its implementing regulations.

The development and content of policies and procedures relating to decisions concerning the layoff and recall of teachers and administrators shall not be the subject of any terms and conditions within a collective bargaining agreement between the District and employees who are covered by this policy.

The Superintendent or designee shall develop administrative regulations to support this policy.

Source: Public Act 102 of 2011 {Section 380.1248 of the Revised School Code}; Public Act 103 of 2011 {Section 423.215(3)(k)}.