LAYOFF, RECALL, AND PERSONNEL DECISIONS RELATED TO TEACHERS

I. This policy relates to all teachers working for the School District as defined by the Michigan Teachers' Tenure Act, MCL 380.71 et seq. As used in this policy, the term "personnel decision" refers to any situation where the School District is:

1. Conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a position;

2. Conducting a recall from a staffing or program reduction; or

3. Conducting 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.

II. All personnel decisions will be made based on the following factors:

1. Individual performance (which shall be the majority factor);

2. Significant, relevant accomplishments and contributions; and

3. Relevant special training.

Those factors include the criteria specifically listed in section 1248(1)(b) of the Michigan Revised School Code, MCL 380.1248(1)(b), along with any additional criteria included in the Administrative Procedures promulgated by the Superintendent or his or her designee.

The focus of personnel decisions will be the retention or staffing of those teachers the School District determines to be the most effective under this policy. Length of service or tenure status will not be a consideration unless the factors described in this section are found to be equal, and then only at the discretion of the Superintendent.

No teacher who has received a rating of ineffective on his/her most recent year-end evaluation will be given any preference that would result in that teacher being retained over a teacher who received a performance rating other than ineffective.

III. Should the School District determine to conduct a recall from a staffing or program reduction, the following factors apply:

1. A teacher who is subject to layoff and has received a rating of effective or highly effective on his/her most recent year-end evaluation will be eligible for recall for three years following the effective date of his/her layoff. In such a case, the School District will recall teachers in order of overall effectiveness based on the criteria listed in the Administrative Procedure.
2. In order to be eligible for recall as described in paragraph III.1. above, a teacher must be certified and qualified for the vacant position and satisfy the criteria within the Administrative Procedure.

3. If a vacancy is not filled by the recall of a certified and qualified teacher that has been rated as effective or highly effective on his/her most recent year end evaluation, any teacher who is subject to layoff and has received a rating of effective or highly effective on his or her most recent year end evaluation but is not considered "qualified" for the position, as described in paragraph III.2. above, is eligible for recall under the following conditions:
   A. The School District will notify the teacher in writing of any vacancy that occurs within his or her area of certification for a period of three years from the date of the teacher's layoff.
   B. Once notified of the vacancy, the teacher must apply for the vacancy in the manner described by the School District in the written notification.

4. A teacher who is subject to layoff and has received a rating of minimally effective on his/her most recent year-end evaluation, regardless of whether that teacher is defined as "qualified" under paragraph III.2. above, is eligible for recall to a vacancy within their area of certification under the conditions set forth in paragraphs III.3.A. and III.3.B. above.

5. A teacher who has been subjected to layoff and has applied for recall to a position under paragraph III.3. or III.4. of this policy will be considered along with any individuals that have applied for the position from outside of the School District. Selection of the appropriate person to fill any vacant position shall be at the sole discretion of the School District using the criteria described in section II. of this policy and the Administrative Procedure.

6. A teacher who is subject to layoff and has received a rating of ineffective on his/her most recent year-end evaluation will not be eligible for recall by the School District.

IV. The Superintendent or his/her designee will develop and implement Administrative Procedures necessary to ensure implementation of this policy in accordance with Michigan law.

Farmington Board of Education
Policy Adopted 08/21/12
Policy Revised and Readopted 08/19/14
Policy Revised and Readopted 04/21/15