

The Superintendent or designee shall determine teacher 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. Teacher preference(s) may also be considered. At all times, the District shall strive to place the most effective and qualified teachers 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, and any decision which results in the placement of a teacher in an assignment determined by the District to be a teaching assignment. “Vacancy” shall be as defined within the collective bargaining agreement. Staffing decisions when making a personnel reduction or recall are subject to Board Policy 6300.

For purposes of this policy, “teacher” includes individuals whose employment is regulated by the Tenure Act, such as individuals with teaching certificates (as defined by the Teacher Certification Code) who are assigned to positions within the District for which the Michigan Department of Education (MDE) requires a teaching certificate. Individuals who do not possess teaching certificates but are serving a probationary period under the Tenure Act or acquire classroom teacher tenure within the District are also considered as a “teacher” for purposes of this policy. Individuals who may possess a teaching certificate, but are assigned to a position for which a certificate is not required, are not subject to this policy or its implementing regulations (e.g., school social workers, school psychologists, school nurses, occupational therapists, etc.).

Teacher placement decisions, and the impact of such decisions on the individual teacher or the bargaining unit, shall not be the subject of any terms or conditions within a collective bargaining agreement between the District and a collective bargaining representative of such teachers.

Section 5000 – Personnel

5510 Placement of Teachers

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The Superintendent or designee may develop and adopt administrative guidelines related to teacher placement.

Approved: March 18, 2013

LEGAL REF: MCL §423.215(3)(j).