



**Section 3 – Order of Teacher Layoff**

If changes in an attendance center or program require the layoff of some but not all teachers, the order of

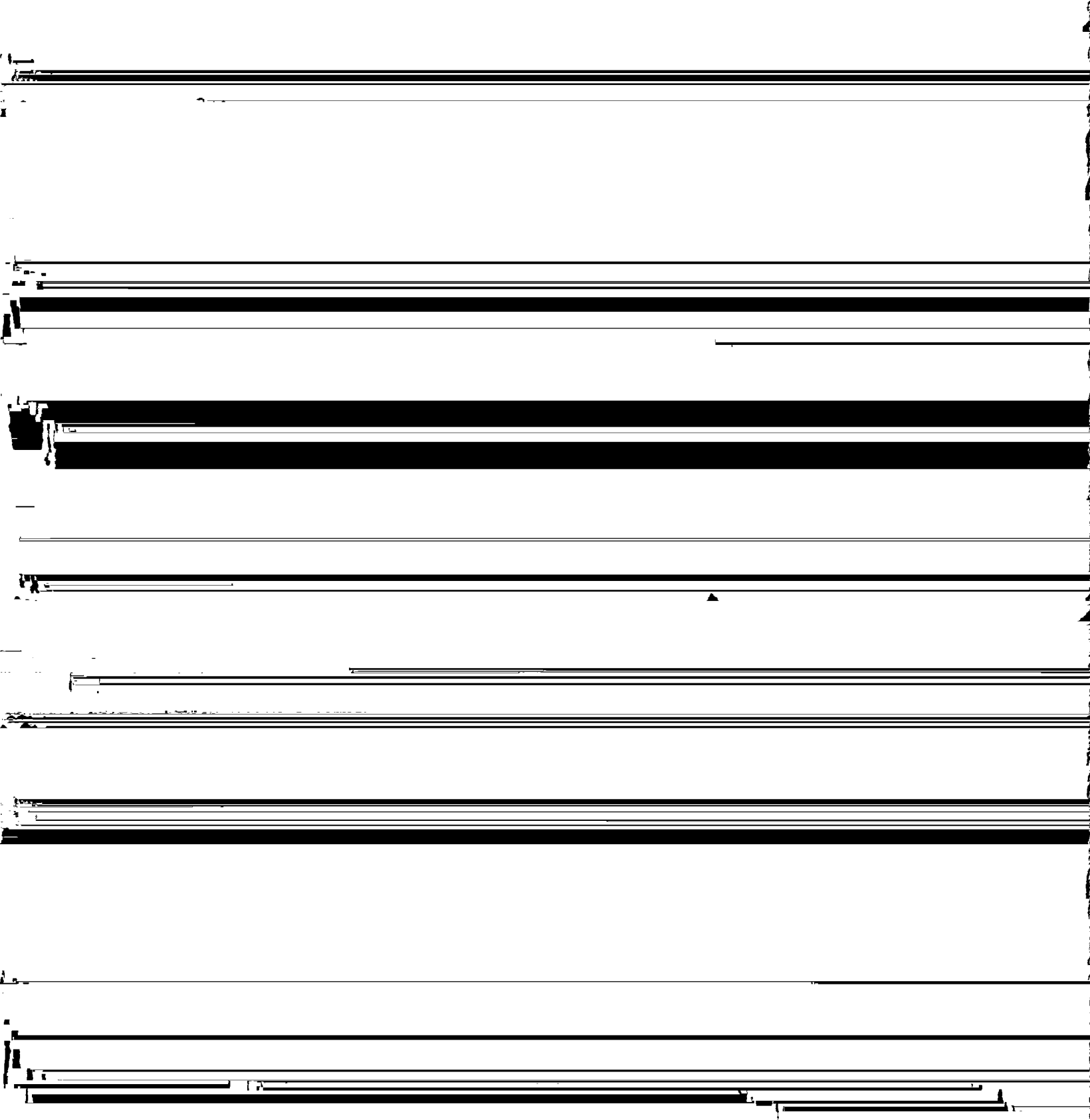
layoff of teachers within the affected unit and certification shall be by the following performance tiers

and/or as follows:

1. Any teachers rated unsatisfactory;
2. Any substitute or temporary teachers;
3. ~~Probationary-assigned teachers by performance tier (minimum 200-250 score)~~

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restitutions and phase-outs shall be assigned to the reassigned teacher pool for a period of five school months, during which time they shall be assigned as a substitute teacher with full pay and benefits. At the end of five school months, if a tenured teacher has not been appointed to a teaching position, he or she shall be assigned to the Cadre


for a period of five school months with the Cadre pay and benefits. At the end of five months in the Cadre, if the tenured teacher has not been appointed to a permanent position, the tenured teacher shall be laid off and separated from employment with the

Board.


3. *Alternative severance benefit.* A tenured teacher who has been laid off due to school actions shall be offered the opportunity to resign and receive three months of pay.

Tenured Teachers Laid Off Based on Economic Actions (Excludes of School Actions and

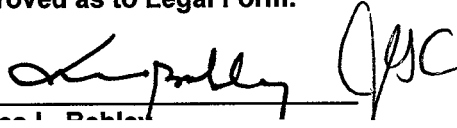
Approved For Consideration:

  
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Approved as to Legal Form:

  
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