



## Reduction in Force (RIF) Committee Layoff and Recall Procedures

- 1) Teachers who are laid off from group two who had one *Needs Improvement* summative rating and one proficient or excellent now have recall rights until February 1 of the school year they are laid off. The union and district can agree to extend that to 6 months from the start of the school year. This change applied to this school year.
- 2) The law clarifies that only one evaluation rating per year can count for the two evaluation ratings used to place teachers in a grouping. If more than one is given, the last one is the one that counts. No ratings that occur as part of a remediation plan can be used for groupings.
- 3) The law clarifies that the groupings need to list teachers by name so the union leadership knows who is where.

Decisions the Joint Committee is legally allowed to make to the 4 groupings

Grouping	Law	Options for Joint Committee
Group One	Non-tenured teachers only who have not received a rating (they can be given a late rating between days 75 and 45 days before the end of the school year)	None
Group Two	Teacher has one <i>Needs Improvement</i> or <i>Unsatisfactory</i> rating on either of the last two ratings.	The Joint Committee must consider and may agree to place a teacher with a summative rating of <i>Needs Improvement</i> and a previous summative rating of either <i>Proficient</i> or <i>Excellent</i> , into group 3.
Group Three	Teacher has at least a <i>Proficient</i> rating on both of the last two summative ratings.	None
Group Four	Teacher has two <i>Excellent</i> summative ratings of the last two ratings; or two <i>Excellent</i> summative ratings out of the last three ratings.	The Joint Committee must consider and may agree to an alternative definition for group four which must take into account prior performance ratings and may take into account other factors that relate to the district or their educational objectives. May not permit the inclusion of teachers with a summative rating of <i>Needs Improvement</i> or <i>Unsatisfactory</i> .
The Joint Committee may agree to allow ratings from other school districts to be used as the ratings which determine layoff/recall grouping.		

