

Personnel Movement for Grade Configuration

Frequently Asked Questions by Licensed Teachers

How will certification of middle school teachers be handled?

- A teacher with an elementary teaching license can teach 6th grade in a middle school.
- A 6th grade teacher who is teaching general elementary must meet the elementary requirements to be highly qualified.
- A 6th grade teacher in a middle school who is teaching a content area may meet **either** the elementary **or** the secondary requirements to be highly qualified.
- A 6th grade teacher who **also** teaches any 7th or 8th grade content classes must have a secondary content license.

How can 6th grade teachers get highly qualified to teach in a content area?

NCLB states that a teacher teaching in a core academic area (art, drama, English or language arts, foreign languages, math, music, science, and social studies) is considered “highly qualified” if they have 24 semester credit hours of content in the core area they are teaching. The state of Colorado has given school districts the ability to evaluate transcripts to determine a teacher’s “highly qualified” status. Human Resources will have transcript review forms available at the four informational meetings listed below. Please attend one of the meetings to hear more.

Thursday, November 1	4-6pm	Blevins JHS
Tuesday, November 6	4-6pm	Preston JHS
Thursday, November 8	4-6pm	Boltz JHS
Monday, November 12	4-6pm	Lincoln JHS

Which teachers will move and who decides which teachers will teach what classes as teachers move schools?

Our district’s goal is to create conditions so that ultimately employees work at a level (elementary, middle school, high school) that maximizes their skills, content expertise, background, and talents. Any transition will be made with this goal in mind. We will be facilitating as much voluntary movement as possible and will be supporting sites in the hiring process.

How will seniority play into the transitions?

Seniority is the primary criterion used to resolve staffing overages. If options within a building cannot alleviate the staffing overage, the least senior staff member qualified in the area of overage will be identified as the staff member to be transferred. Unique program needs may result in the review of additional criteria to determine transfer of staff, but these exceptions will be coordinated with Human Resources.

What will happen to probationary staff in the transitions?

The employee agreement requires all non-probationary teachers to be placed in positions before rehiring any probationary teachers. The same procedure that has been followed in the past will be followed in the coming years as the district goes through changes in grade configurations.

How are elementary specials teachers' needs going to be met? How will the jobs of elementary counselors and special education itinerants change?

Human Resources will follow the procedures in the Employee Agreement to guarantee the most equitable resolution for the employees involved and the least impact on the educational program. The Specials/Counselor staffing issues at the elementary level will be examined soon. Please look for more information in the coming months.

How will teachers pay for new licenses?

Human Resources has secured a grant to help you pay for content exams or coursework to ensure proper licensure. Please attend one of the meetings listed above for information on applying for this money.

When will new staff members get to meet people in their new buildings and how will we be able to plan together?

Junior and senior high schools are discussing their site transition plans and intend to include new staff members in the implementation of these plans. Please watch for more information about these upcoming opportunities.