



GCKAA - DISPLACED TEACHERS

- A. This policy shall apply as provided under the Colorado Teacher Employment, Compensation and Dismissal Act of 1990 only with respect to nonprobationary teachers who are displaced as a result of drop in enrollment; turnaround; phase-out; reduction in program; or reduction in building including closure, consolidation or reconstitution (hereinafter referred to as “displaced teachers”).
1. Displaced teachers may be assigned to non-school positions in the District either at the time of their displacement, or later from a priority hiring pool, as determined by the Superintendent or Executive Director of Human Resources, or their designees.
 2. Displaced teachers may be assigned to another school in the District either at the time of their displacement, or later from a priority hiring pool, with the consent of the principal of the school to which they are assigned.
 - a. In determining whether to give consent, the principal shall consider the input of two teachers (hereinafter referred to as “consulting teachers”) who are chosen each August by the school’s faculty of teachers to represent them in the displaced teacher hiring process.
 - b. The method of choosing consulting teachers shall be determined by the faculty of teachers at each school. The faculty shall notify the school’s principal and PEA representative in writing each year of the consulting teachers they have chosen.
 - c. The determination on whether to give consent for displaced teacher(s) to be assigned to a school shall be made by the principal. The principal’s determination shall be in accordance with sections B and C below. At any school where no consulting teachers are chosen in a given year, the principal shall make his or her determination without teacher input.
- B. When the number of displaced teachers being considered is less than or equal to the number of available positions at a school, the principal may only deny consent for assignment of the displaced teacher(s) on the following grounds:
1. The displaced teacher has a performance evaluation rating of ineffective or partially effective; and/or

2. The displaced teacher is not properly licensed and endorsed for the available position.
- C. When the number of displaced teachers being considered is greater than the number of available positions at a school, the following criteria shall apply:
1. Consent for the displaced teachers' assignment may be denied on the grounds specified in section B above.
 2. If the number of displaced teachers being considered is still greater than the number of available positions at a school after applying the criterion in section C(1) above, the determination of consent for assignment shall be based on the following considerations:
 - a. Teaching experience with respect to the educational program and instructional practices at the school; and
 - b. Unique qualifications that will support the educational program and instructional practices at the school.
- D. At the time teachers are notified of their displacement, they shall be provided with a list of vacant positions in the District for which they are qualified. The list shall indicate any positions for which the District has determined there is a critical need of qualified teachers. Displaced teachers may apply for any vacant position for which they are properly licensed and endorsed.
- E. Displaced teachers with performance evaluation ratings of ineffective or partially effective who do not secure a school or non-school assignment within the District at the time of their displacement shall be subject to reduction-in-force procedures in the Employee Agreement.
- F. Displaced teachers with performance evaluation ratings of effective or highly effective who do not secure a school or non-school assignment within the District at the time of their displacement shall be placed in a priority hiring pool for three years, or until they secure an assignment (other than a limited-term assignment) within the District, or until they secure non-District employment, or until their employment is otherwise terminated, whichever period of time is longer.
1. Displaced teachers in the priority hiring pool shall be notified of vacant positions in the District, and shall be entitled to apply and interview for any vacant position for which they are properly licensed and endorsed.
 2. For the first 15 months that displaced teachers are in the priority hiring pool, they shall receive their regular salary and benefits. After 15 months in the priority hiring pool, displaced teachers shall be placed on unpaid leave without benefits until they are able to secure an assignment within

the District, or until they secure non-District employment, or until their employment is otherwise terminated. Teachers in the priority hiring pool on unpaid leave who secure an assignment within the District shall have their benefits reinstated and shall be placed on the Licensed/Teacher Salary Schedule where they would have been if not placed on unpaid leave.

3. As directed by the Superintendent or Executive Director of Human Resources, or their designees, teachers in the priority hiring pool may be placed in any District limited-term assignment for which they are properly licensed and endorsed for any periods they are not on unpaid leave. With respect to such limited-term assignments to any school in the District, the principal consent requirement shall not apply.

Adopted by Board: January 27, 2015

LEGAL REFS:

C.R.S. 22-63-202(2)(c.5)