

June 28, 2017

AMEND BOARD REPORT 13-0828-PO4
LAYOFF OF TEACHERS POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Board amend Board Report 13-0828-PO4, the Layoff of Teachers Policy.

PURPOSE: The purpose of this policy is to restate the layoff provisions set out in Appendix H of the collective bargaining agreement with Chicago Teacher's Union dated July 1, 2016 (ratified December 7, 2016).

POLICY TEXT:

Section 1 – Definitions

- A. *School actions.* Board-approved actions to close, consolidate, phase-out or turnaround a school.
- B. *School closing.* A student attendance center is closed, its attendance area boundary redistributed to two or more schools and its students reassigned to one or more schools.
- C. *School consolidation.* A student attendance center is closed, its attendance area boundary merged with one other school and its students reassigned to one other school.
- D. *Phase-out.* A student attendance center is gradually closed through the reassignment of the area attendance boundary to one or more other student attendance centers with no students reassigned; such center may later be closed or consolidated.
- E. *Turnaround or reconstitution.* All employees of the school are removed from the school and reassigned or laid off with no students reassigned to other schools.
- F. *Economic actions.* Economic actions are those for which the cause of the layoff of the employee is the Board's or school's lack of funds to maintain current staffing levels because

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

B. A. Teacher Eligibility List.

1. The Board with input from the Union shall create a system by which candidates for hire as teachers are prequalified through hiring screening methods. Prequalified teachers shall include: (a) tenured teachers laid off for any reason on or after June 15, 2010 whose most recent performance rating was in the top two rating categories (i.e., excellent or superior and excellent or proficient); and (b) new applicants and other teachers who

history.

Tenured Teachers laid off between June 15, 2010 and June 30, 2012 will not be placed on the teacher eligibility list if they are currently employed by the Board in a full-time

end of his or her assignment in the Cadre, he or she shall be laid off and separated from BOARD employment, but will remain on the teacher eligibility list for the remainder of his or her two years of eligibility.

C.B. Tenured Teachers Laid Off Due to School Actions:

Tenured teachers laid off due to school actions shall receive the following benefits:

1. *Transfer to receiving schools in school closings and consolidations.* Tenured teachers whose most recent rating is in the top two rating categories (i.e., excellent or superior and excellent or proficient) shall be appointed to a vacancy at a school to which students from their school have been assigned to the extent that a vacancy within the teacher's certification has been created as a result of or in connection with the transfer of students. If more than one teacher is eligible for appointment to the same vacancy, selection for the

vacancy shall be based on seniority.

2. *Assignment to the reorganized teacher pool as Cadre.* Tenured teachers laid off due to

school closings and school consolidations who are not appointed to a vacancy at the

Section 7 – Eligibility to Apply to Other Positions

The terms of this policy do not preclude any teacher from applying for vacant positions or employment as a Cadre or day-to-day substitute at any time.

Section 8 – Reappointment with Tenure

Within two years after leave from Board employment, if the tenured teacher is not reappointed to a position of equivalent or higher rank, the teacher shall be eligible for reappointment to the position from which the teacher was on leave.