

ETA SB7 Summary: Full information can be found on the IEA Members website

Seniority Lists will still be created and need to be reviewed for correctness.

Reduction in force lists will now be determined by four major criteria for teaching positions in a district:

Group 1 -- Non-tenured teachers who have not received a summative rating in time for RIF notices

Group 2 -- Teachers who receive an unsatisfactory or a needs improvement in one of their last two evaluations

Group 3 -- Teachers who are consistently proficient or satisfactory

Group 4 -- Highest performing teachers defined by a joint union/management committee, or if no agreement can be reached, by the statutory default definition.

SB 7 provides that teachers in Groups 3 and 4 who are RIF'd have statutory recall rights into vacant positions for which they are certified and qualified based on inverse order of RIF (last RIF'd, first recalled). Teachers in Groups 1 and 2 who are RIF'd have no statutory recall rights. Rights can be negotiated.

The State summative rating categories will change in Sept. 2012. Before they change from “excellent, satisfactory and unsatisfactory” to “excellent, proficient, needs improvement, and unsatisfactory,” any teacher who received a satisfactory under the current 3-rating system will be considered proficient for the purposes of RIF.

SB7 Committee

- The joint committee is comprised of equal members from the union and management.
- The union selects its members, management selects its members.
- The committee must meet by December 1, 2011
- The committee will make its decisions by majority vote.
- The committee completes the annual RIF list at least 75 days before the end of the school term v. February 1
- The committee can decide to change the criteria for Group 4 and Group 3.
- If a majority of the committee cannot agree to alternative criteria by February 1, 2012, then the district defaults to the statutory RIF groupings for the 2011-2012 RIF procedure.
- The earliest effect the committee's determination to move teachers with a Needs Improvement and a Proficient/Satisfactory or Excellent from Group 2 to Group 3 will be with the Spring 2013 RIF list.
- The committee monitors evaluation trends in the district evaluation and reports to the Board and the Association.