



GCKAA - DISPLACED TEACHERS

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

