

Scenarios presented at November 2, 2023 Board Work Session

If a decision is made to consolidate schools HR will meet with union leadership to determine the following:

- Seniority of impacted staff to be involuntarily transferred.
- Subject to conversations and interpretations of collective bargaining agreements, WACs.
- Consolidation may lead to a reduction in the overall number of teaching and staff positions, potentially resulting in layoffs.

Scenarios	Potential Impact	Challenge
#1 (Scenario 3): Middle Schools Convert to 7-8 Grade Configuration – Consolidate: Jefferson Middle School, Reeves Middle School, LP Brown Elementary ES.	Teachers from consolidated schools may need to be assigned to teach out of endorsement areas to align with the new grade configuration or school structure. <ul style="list-style-type: none"> • The out-of-endorsement assignment needs to be approved by the local school board. • The district and the teacher mutually develop a written plan of support for the teacher. • Teachers are not subject to nonrenewal or probation based on evaluations of their teaching effectiveness in the out-of-endorsement assignments. 	<ul style="list-style-type: none"> • 4-12 Certificated Teachers • Determine if seniority will impact teachers outside of the schools impacted by consolidation.
#2 (Scenario 4): Standard Consolidation of Boston Harbor, LP Brown, McKenny and Jefferson.	<ul style="list-style-type: none"> • Seniority - Involuntary transfers • Consolidation may lead to a reduction in the overall number of teaching and staff positions, potentially resulting in layoffs. 	Determine if seniority will impact teachers outside of the schools impacted by consolidation.
#3 (Scenario 1): Consultant's Eastside and Westside P-8 Grade Reconfiguration: Consolidate LP Brown, Roosevelt (into the adjacent P-8), Garfield (into the adjacent P-8)	Teachers from consolidated schools may need to be assigned to teach out of endorsement areas to align with the new grade configuration or school structure. <ul style="list-style-type: none"> • The out-of-endorsement assignment needs to be approved by the local school 	<ul style="list-style-type: none"> • 4-12 Certificated Teachers • Determine if seniority will impact teachers outside of the schools impacted by consolidation.

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	<p>board.</p> <ul style="list-style-type: none">• The district and the teacher mutually develop a written plan of support for the teacher.• Teachers are not subject to nonrenewal or probation based on evaluations of their teaching effectiveness in the out-of-endorsement assignments.	
<p>“Add Alternate” - Additional Scenario Applicable to All: Consolidate the Large Special Curriculums (Options) into Fewer Buildings (Lincoln, ORLA, Avanti)</p>	<ul style="list-style-type: none">• Montessori Program?• Changes in grade configurations may require teachers to undergo additional professional development to adapt to new teaching methodologies, grade-level expectations, or subject areas.	<p>Determine if seniority will impact teachers outside of the schools impacted by consolidation.</p>