What is a Grouping?

- A “Grouping” is a category within the new tiered system for determining the sequence of RIF/Recall
- “Grouping” placement is based upon performance evaluations; past evaluations will govern
- “Groupings” determine the order in which teachers will be dismissed

RIF/Recall - Groupings

- Grouping 1 – non-tenured, probationary teachers who have not received a performance evaluation

- Grouping 2 – teachers with a “Needs Improvement” or “Unsatisfactory” performance evaluation on either of the teacher’s last 2 evaluations

RIF/Recall - Groupings

- Grouping 3 – teachers with a performance evaluation rating of at least “Satisfactory” or “Proficient” on both of the teacher’s last 2 evaluations, if 2 are available, otherwise only the last evaluation

RIF/Recall - Groupings

- Grouping 4 – teachers who received an “Excellent” rating on the last 2 performance evaluations, and teachers who received “Excellent” on 2 out of 3 evaluations if the third was “Proficient” or “Satisfactory”

- Teachers must have at least 2 evaluation ratings to be included in Grouping 4

RIF – Order of Dismissal

- Teachers *must* be dismissed in the order of their groupings, with teachers in Grouping 1 dismissed first and teachers in Grouping 4 dismissed last

- Within Grouping 1 (probationary, no evaluation), sequence of dismissal "must be at the discretion of the school district"

RIF – Order of Dismissal

- Within Grouping 2, sequence of dismissal based on average performance evaluation ratings for the last 2 performance evaluations - teachers with the lowest average performance dismissed first

- Average performance based upon the following: “Excellent” = 4, “Proficient/Satisfactory” = 3, “Needs Improvement” = 2, “Unsatisfactory” = 1

RIF – Order of Dismissal

- Within Grouping 2, if average evaluation rating is equal, the teacher with the shorter length of continuing service must be dismissed first, unless an alternative sequence of dismissal is established in the CBA

RIF – Order of Dismissal

- Within both Groupings 3 and 4, teacher with the shorter length of continuing service must be dismissed first unless an alternative method is established in a CBA

What about Bumping?

- Old language before S.B. 7 – between tenured teachers, the teacher "with the shorter length of continuing service with the district *shall* be dismissed first…"
  - Teachers bumped less-senior teachers whose jobs they were qualified to hold
- After S.B. 7 – explicit bumping language has been removed
- No statutory right to "bumping" after a teacher is removed for a particular position