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Reference #1: School Leader Options by Position Type

Position Type	What Happens at Probable Org?	What Happens After Probable Org?
Permanent Teacher <i>(Includes Nurse, Social Worker, Guidance Counselor, Strand Specialist, Librarian)</i>	<p><u>In traditional schools</u>, permanent teachers are automatically retained, unless there are budget cuts.</p> <p>If there are budget cuts, provisional teachers will be non-renewed first, within the proper PPA. In the case that there are insufficient provisional teachers to non-renew, permanent teachers will be excessed in order of seniority. School leader preference is not considered in these bumping scenarios.</p> <p>Any permanent teachers who are not fully licensed for their positions will be automatically excessed. The only exception is if a position newly requires two licenses, because of re-coding at budget collab (ex: gen ed > inclusion), and the permanent educator holds only one of those licenses. In this case, the educator is issued a dual license notification and is retained for two year only (pg. 77, BTU contract).</p> <p><u>In autonomous schools</u>, SLs can decide to excess</p>	<p>Vacant teaching positions will be posted on March 1st.</p> <p>Excessed permanent teachers from autonomous schools will receive notice by February 1st. Excessed permanent teachers from traditional schools will receive excess notices in mid February.</p> <p>Retained permanent teachers will receive notice by April 15th.</p>

	permanent teachers for any non-discriminatory reason, pending the exact language of their pilot agreements/charters.	
Provisional Teacher <i>(Includes Nurse, Social Worker, Guidance Counselor, Strand Specialist, Librarian)</i>	<p>School leaders can choose to grant reasonable assurance or to non-renew provisional teachers.</p> <p>If there are budget cuts, provisional teachers will be non-renewed first, within the proper PPA.</p> <p>Any provisional teachers who are not fully licensed for their positions will be automatically non-renewed.</p> <p>*Any ABA Strand Specialists who do not possess a BCBA will be automatically non-renewed. ABA Strand Specialists who possess a BCBA but not a Moderate or Severe Disabilities license can be renewed, but cannot be made permanent without the teaching license. You can use this website to determine if someone has a BCBA..</p>	<p>Vacant teaching positions will be posted on March 1st.</p> <p>Provisional educators granted reasonable assurance will be sent notice of this by April 15th.</p> <p>Provisional educators who are non-renewed will be sent notice of this by June 15th.</p> <p><i>*3rd year provisional teachers who receive a formative evaluation less than 'meets expectations' will be subject to a forced break in service, meaning they will be ineligible to work for BPS in a teaching capacity the following year. These notifications will be sent by OHC by June 15th, and these decisions will not be made at probable org because we do not have summative evaluations at that point.</i></p>
Paraprofessionals <i>(Includes CFCs, Library, One to Ones, etc.)</i>	<p><u>In traditional schools</u>, paraprofessionals are automatically retained, unless there are budget cuts.</p> <p>If there are budget cuts, paras will be excessed in order of seniority, within a given PPA. School leader preference is not considered in these bumping scenarios.</p> <p><u>In autonomous schools</u>, SLs can decide to excess paraprofessionals for any non-discriminatory reason, pending the exact language of their pilot agreements/charters.</p>	<p>Any vacant paraprofessional positions which are subject to the Para Reassignment Process will be filled according to that process, which typically runs from March-July, and is based on seniority. These positions will not be posted on TalentEd.</p> <p>The following para positions are exempt from the Para Reassignment Process: <i>autism, emotional impairment/LAB, security, CFCs, health, swimming, library, sign language interpreters, one to one, surround care, coverage, DDC/severe intellect/multiple disabilities</i> (provided there are no excessed paras from this program area).</p> <p>Schools that do not participate in Parapool: Brighton, Boston Evening Academy, Boston Green Academy, Carter, Dever, Dearborn STEM, Dudley, English High, Excel, Henderson, Holmes, Horace</p>

		<p>Mann, Lyon High, Lyon K-8, Madison, McKinley, Mildred Ave, UP Boston, UP Dorchester, UP Holland,</p> <p>Vacant para positions within the above categories will be posted on March 1st and SLs can hire whomever they'd like.</p>
Managerial	<p>Managerial positions are discretionary and can be eliminated at Probable Org.</p> <p>If a managerial position is eliminated, the employee in that position will be laid off, effective June 30th.</p>	<p>If there are vacant managerial positions in a school's budget after Probable Org., school leaders should work with their OHC Managers to craft appropriate job descriptions. Once approved, these positions will be posted and roles will be filled through mutual consent hiring.</p> <p>Compensation for school-based managerial positions is determined at the time of hire based on the job description.</p>
BASAS and Guild (Secretary)	<p>BASAS and Guild positions cannot be eliminated at budget collab/probable org.</p> <p>SLs can submit requests to delete BASAS/Guild positions using this form. All BASAS/Guild positions are bargained between the BASAS and Guild unions in April - May, and SLs will be notified following those negotiations if a position deletion request has been granted.</p>	<p>In April-May, requests to delete a BASAS/Guild position will be approved or denied by OHR, following negotiations with those unions.</p> <p>Based on districtwide deletions and changes, it is possible that a BASAS/Guild member in a given building could be bumped by a more senior member excessed from another building.</p> <p>It is also possible that vacant BASAS/Guild positions could be filled through seniority-based bumping. These decisions will be communicated in April-May.</p>
Lunch Monitor	<p>Lunch monitors cannot be non-renewed or excessed at will.</p> <p>The number of lunch monitors required at a school is determined by student enrollment. Should a drop in enrollment precipitate the need to cut a lunch monitor position, this will be confirmed at budget collab. <u>The last lunch monitor hired into the building</u></p>	<p>Vacant lunch monitor positions are offered first to excessed lunch monitors in order of seniority, so these positions are not posted after Probable Org. The assignment process takes place in the spring and is typically completed by June at which point remaining vacancies are posted to TalentEd.</p>

	<u>will be the first lunch monitor excessed.</u>	
Food and Nutrition Services Staff <i>(Cafeteria Manager, Lead Satellite Attendant, Cafeteria Attendant)</i>	<p>These positions are funded centrally by Food and Nutrition Services (FNS). Though they appear on school budgets, school leaders cannot make decisions regarding FNS personnel.</p>	<p>Vacant FNS positions may be assigned to current FNS staff at other schools or may be posted and hired for by FNS department staff. School leaders do not have hiring autonomy over these positions.</p>
Cluster Substitute	<p>Cluster substitute positions are discretionary and can be eliminated at Probable Org.</p> <p>If a cluster substitute position is eliminated, the employee in that position is non-renewed and will be reverted back to a per diem substitute for the following school year.</p>	<p>Vacant cluster substitute positions will be posted on March 1st and SLs can hire whomever they'd like.</p>
Coordinator of Special Education (COSE)	<p>Licensed COSE must be retained in position at probable org, even if they are provisional. If SLs desire a change to their COSE, they must contact Special Education.</p> <p>If the COSE FTE allocation at a given school is reduced during budget collaborative, COSE will be excessed based on seniority.</p> <p>Any COSE who are not licensed for their positions will be automatically non-renewed.</p>	<p>COSE vacancies are subject to the COSE Excess Pool, which is managed by Special Education, in tandem with OHC. This takes place in May-June. If the COSE position at a given school is vacant, it may not be posted until all excessed COSE are assigned to positions.</p>
School Psychologist	<p>Licensed school psychologists must be retained in position at probable org, even if they are provisional. If SLs desire a change to their school psychologist, they must contact Behavioral Health Services to advocate for this change.</p> <p>Unlicensed school psychologists must be non-renewed or excessed.</p>	<p>Psychologist positions are subject to assignment by the Behavioral Health Services team. These decisions will be made in the spring and communicated to SLs.</p>

ABA Specialist (Para / BT1)	The majority of ABA Specialist positions are funded and staffed by Special Education. If a school leader wishes to add an ABA Specialist position, they must seek approval from their Special Education liaison.	Any vacant ABA Specialist positions will be posted and hired for without regard to seniority.
Before/After School Support	These positions are discretionary and may be eliminated any time.	Vacant before/after school support positions may be posted at any time and filled through mutual consent hiring.

Reference #2: Important Dates

Date	What Happens?
Feb 1	Deadline: Voluntary Excess Application due for current EEs who desire to be reassigned (pg. 76 , BTU contract).
	Deadline: Excess letters to be mailed to permanent teachers who've been excessed from their positions in <i>autonomous schools</i> .
Feb 10	Deadline: Excess educators from Transformation Schools will be notified on 2/10 prior to early job postings.
~February 15	Excess letters mailed to permanent teachers who've been excessed from their positions in <i>traditional schools</i> . These notices are not due until April 15 (pg. 78 , BTU contract / pg. 5 , BPS Reassignment Circular), but OHC typically sends them mid-February.
	OHC informs EEs who've been approved for voluntary excess that their applications have been accepted. SLs are also made aware at this time.
February 15	Final day for educators who were marked non-renewed or excessed due to licensure to update their licensure status with OHC. If the update isn't received by OHC by this date, the educator's position will be posted on March 1st and the educator will need to be rehired via TalentEd.
	Final day for consent emails to be received by OHC regarding employee FTE changes or position changes that were decided on at probable org. If the consent emails aren't received by this date, OHC must assume the FTE or position change has been rejected, and probable org decisions must be reassessed accordingly.
March 1	TalentEd postings go live for the following positions:

	<ul style="list-style-type: none"> • Teachers (and all other vacant BT3s -- nurses, librarians, etc.); • Paraprofessionals which are not subject to the Recall Process; • School-based managerials; • Cluster substitutes; <p>This is an internal deadline for OHC; we are contractually required to post by April 15th (pg. 74, BTU contract).</p>
March - July	<p>The Paraprofessional Reassignment Process takes place over multiple phases (see here for overview).</p> <ul style="list-style-type: none"> • All para positions <i>except</i> the following are subject to the recall process: Autism, Emotional Impairment/LAB, Security, CFCs, Health, Swimming, Library, Sign Language Interpreters, One to One, Surround Care, DDC/Severe Intellect/Multiple Disabilities. • Eligible paras from across the district who were excessed at Probable Org. bid on and are assigned to vacant para positions. Though school leader preference is considered in this process, these positions are not open-posted and school leaders may not hire whomever they'd like.
April 15	<p>Deadline: Excess letters to be mailed to permanent teachers who've been excessed from their positions in <i>traditional schools</i> (pg. 78, BTU contract / pg. 5, BPS Reassignment Circular). This is the contractual deadline, but OHC typically sends these letters mid-February.</p> <p>Deadline: Reasonable assurance letters to be mailed to provisional teachers (includes all BT3 positions) whose contracts have been renewed (pg. 74, BTU contract).</p>
April - May	BASAS and Guild Position Bargaining: Requests to delete a BASAS/Guild position will be approved or denied.
May - June	COSE assignment process takes place. SLs informed of who is assigned to their COSE vacancies.
May 15	Deadline: Layoff notices mailed to all Guild members who will not be retained with BPS for the following school year (pg. 15 , BPS Reassignment Circular).
~June	Lunch monitor reassignment process concludes, and any remaining lunch monitor vacancies are posted.

June 1	Deadline: Termination letters mailed to all managerial and BASAS employees whose positions were cut at probable org (pg. 15 , BPS Reassignment Circular).
June 15	Deadline: Non-renewal letters to be mailed to provisional whose contracts have not been renewed (pg. 15 , BPS Reassignment Circular).
	Deadline: Forced Break in Service letters mailed to 3rd year provisional educators who received a summative evaluation less than 'meets expectations'. These educators are not permitted to work in a teaching capacity for BPS the following year.
July 1	Lateral Transfer Deadline: Beginning on this day forward, employees who are already in position for next year are prevented from accepting a lateral job offer.

Reference #3: Strand Reference					
Strand	Teacher Required Licensure	Teacher PPA	Para PPA	Para Subject to Recall?	# of Paras Req'd in Classroom?
Autism (ABA)	Moderate Disabilities	Moderate Disabilities	Sped Autism	No, exempt.	2
Students with Limited or Interrupted Formal Education (SLIFE) Native Language Literacy (Multilingual (BIM), Spanish (BIS), Cabo Verdean Creole (BIK), Haitian Creole (BIH))	Content and Bilingual Endorsement	Content w/ Language Fluency	N/A	N/A	0
Students with	ESL	ESL	N/A	N/A	0

Limited or Interrupted Formal Education (SLIFE) ESL					
Sheltered English Immersion (SEI) (Spanish (BLS), Multilingual (BLM), Vietnamese (BLV), Cabo Verdean Creole (BLK), Haitian Creole (BLH), Chinese (BLC))	Content and SEI endorsement	Content	Language specific (Bilingual Chinese, Bilingual Spanish, etc.); Bilingual 'Other' used for Multilingual	Yes	1 if the class capacity is 25 students. 0 if the cap is <25.
Developmental Day Care / Day Program (DDC / DDP)	Severe Disabilities	Developmental Disabilities	Sped DDC	No, exempt.	2
Early Childhood Center-Based (ECH)	Moderate Disabilities	SPED - Early Childhood	Sped EC	Yes	1
Emotional Impairment (EI / LAB Clusters)	Moderate Disabilities	Moderate Disabilities	Sped Lab	No, exempt.	1
General Education (GEN) Advanced Work Class (AWC)	Content	Content	Instruct	Yes	0
Inclusion (INC)	Content and Moderate Disabilities	Content	Sped EC (K0 - 1)	Yes	1

			Sped Inc LD SAR (Grade 2+)		
Intellectual Impairment (II/ESD)	Moderate	Moderate Disabilities	Sped Inc LD SAR	Yes	1
Learning Disabilities (LD)	Moderate	Moderate Disabilities	Sped Inc LD SAR	Yes	1
Multiple Disabilities (MD)	Severe	Severe Disabilities	Sped DDC/ Multiply-handicapped	No, exempt (unless there are excessed paras from the same program area).	2
Physical Disabilities (PI)	Severe	Physically Handicapped	Sped DDC	No, exempt (unless there are excessed paras from the same program area).	2
Supplementary Academic Remediation (SAR)	Moderate Disabilities	Moderate Disabilities	Para - Sped Inc LD SAR	Yes	1
Dual Language - Specific Language Teacher (ex.TLS, TLV, TLH)	Content and Bilingual Education Endorsement	Content w/ Language Fluency	Bilingual Spanish/ Haitian Creole/ Vietnamese	Yes	Only required if the classroom is at 25 student capacity.
Dual Language - English-Language	Content and SEI Endorsement	Content	Bilingual Spanish/ Haitian Creole/	Yes	Only required if the classroom is

Teacher (TLS)			Vietnamese		at 25 student capacity.
Vocational Tech (secondary only)	Content	Content	N/A	N/A	0

Reference #4: Non-Homeroom-Teacher Requirements

Position	Required Licensure	PPA / Bumping Program Area
ESL Teacher	ESL	ESL
Specialist Teacher	Content (Visual Art, Phys Ed, etc.)	Content (Visual Art, Phys Ed, etc.) <i>*Teachers in elementary settings who teach a special but only have an elementary license should be retained, and that special should be coded as 'elementary specialist' unless the position is physical education, art or music, in which the educator must hold the content-specific license.</i>
Resource Teacher	Moderate Disabilities	Moderate Disabilities
Specialist (BTU) for ABA Strand ('Strand Specialist')	Moderate Disabilities <i>*Only needs BCBA to be retained; DESE license needed to become permanent.</i>	Moderate Disabilities
Specialist (BTU) for Inclusion Strand [or any strand besides ABA]	Moderate Disabilities	Moderate Disabilities
Nurse	School Nurse	School Nurse
Coordinator of Special Education (COSE)	Moderate Disabilities/School Social Worker/School Adjustment	COSE

	Counselor/School Psychologist/Speech-Language Pathology/School Guidance Counselor	
Instructional Coach	Any DESE license in content area which applies to their work at the school.	Depends on license <i>*EEs cannot bump into instructional coach positions, but instructional coaches can bump into other positions based on their PPAs, if the instructional coach position is cut.</i>
Social Worker	LICSW/LCSW and Social Worker/School Adjustment Counselor License	Social Workers
Student Development Counselor	School Counselor	School Counselor
Clinical Coordinator	Current MA Board of Registration Social Worker license (LSW, LCSW or LICSW) OR Psychologist license OR Mental Health Clinician license (LMHC) and Active and valid MA DESE School Social Worker/School Adjustment Counselor (All Levels), School Guidance Counselor (at the appropriate level), or School Psychologist (All Levels)	Clinical Coordinator
School Psychologist	Licensed School Psychologist and DESE School Psychology license.	School Psychologist
Security Para	N/A	Security Para

Community Field Coordinator	N/A	Community Field Coordinator
Library Para	N/A	Library Para

Reference #5: What License(s) Does this Teacher Need?

[Massachusetts Educator License Mapping Tool](#)

Strand	Coding	Required License(s)
General Education / Inclusion Teachers (“GEN/INC”)		
General Education - Elementary	Regular Education Tchr - Elem. Ed. [Grade Level]	Elementary
General Education - Early Childhood	Kdg Teacher - KDG Programs - [Grade Level]	Early Childhood
General Education - Middle School & Secondary	Regular Education Tchr - [Content] & [Grade Level]	Content (ELA, History, Math, etc.)
Inclusion - Elementary	Sped Sub/Sep. Tchr. - SPED inclusion Programs - [Grade Level]	Elementary & Moderate
Inclusion - Early Childhood	Sped Sub/Sep. Tchr. - SPED inclusion Programs - [Grade Level]	Early Childhood & Moderate
Inclusion - Middle School & Secondary	Sped Sub/Sep. Tchr. - SPED inclusion Programs - [Content] & [Grade Level]	Content (ELA, History, Math, etc.) & Moderate
Advanced Work Class (AWC)	Treat the same as general education at the appropriate grade level.	
Substantially Separate Teachers (“Sub/Sep”) - Teaching Students w/ Disabilities (“SWD”)		
Emotional Impairment (EI / LAB Clusters)	Sped Sub/Sep. Tchr. - SPED Lab Clusters	Moderate Disabilities
Autism (ABA)	Sped Sub/Sep. Tchr. - SPED Autistic Programs	Moderate Disabilities
Early Childhood - Center-Based (ECH)	Sped Sub/Sep. Tchr. - SPED Early Childhood	Moderate Disabilities

Multiple Disabilities (MD)	Sped Sub/Sep. Tchr. - SPED Multihandicpd classes	Severe Disabilities
Developmental Day Care / Developmental Day Program (DDC / DDP)	Sped Sub/Sep. Tchr. - SPED Dev. Day Care DDC	Severe Disabilities
Physical Disabilities (PI)	Sped Sub/Sep. Tchr. - SPED Multihandicpd classes	Severe Disabilities
Learning Disabilities (LD)	Sped Sub/Sep. Tchr. - SPED Learning Disabled	Moderate Disabilities
Intellectual Impairment (II)	Sped Sub/Sep. Tchr. - SPED Low-incidence SAR	Moderate Disabilities
Supplementary Academic Remediation (SAR)	Sped Sub/Sep. Tchr. - SPED SAR	Moderate Disabilities
English Language Learner Teachers (“ELL”)		
SLIFE - Native Language Literacy	Bilingual Tchr - SLIFE Native Lang.Lit-Multi [or any language] - Native Language Literacy	Content (Elementary, Early Childhood, etc.) & Bilingual Education Endorsement
SLIFE - ESL	Bilingual Tchr - SLIFE ESL	English as a Second Language
Sheltered English Immersion (SEI) Early Childhood	Bilingual Kindergarten Teacher - SEI Multilingual [or specific language] - [Grade Level]	Early Childhood & SEI Endorsement <i>*ESL preferred but not required</i>
Sheltered English Immersion (SEI) Elementary	Bilingual Tchr - SEI Multilingual [or specific language] - [Grade Level]	Elementary & SEI Endorsement <i>*ESL preferred but not required</i>
Sheltered English Immersion (SEI) Middle School	Bilingual Teacher - SEI Multilingual [or specific language] - [Content] & [Grade Level]	Content (ELA, History, Math, etc.) & SEI Endorsement <i>*ESL preferred but not required</i>
Dual Language (TL) - Native Language	Bilingual Tchr - Dual Lang. Spanish [or Haitian	Content (Elementary, Early Childhood,

Teacher	or Vietnamese] - [Grade Level]	etc.) & Bilingual Education Endorsement
Dual Language (TL) - English Teacher	Bilingual Tchr - Bil Two-Way English - [Grade Level]	Content (Elementary, Early Childhood, etc.)
Non-Homeroom Teachers		
Specialists	Specialist Teacher - [Content]	Content (Art, Phys Ed., etc)
ESL Teacher	Bilingual Tchr - Bil. Ed. ESL	English as a Second Language
Resource Teacher	Sped Resource Teacher	Moderate Disabilities

Reference #6: Expiring Licenses and What to do at Probable Org

Permanent or Provisional?	License Type	Issue	Probable Org Decision
Permanent	Professional	Expired by probable org.	Excess
		Will expire before the end of this school year.	Retain w/ License Flag
		Will expire during next school year.	Retain w/ License Flag
	Initial (extended)	5+ years old (and EE BPS work history demonstrates 5+ years of use of this license)	Excess
		Will expire during next school year.	Retain w/ License Flag
	Initial	5+ years old (and EE BPS work history demonstrates 5+ years of use of this license)	Retain w/ License Flag
		Will expire during next school year.	Retain w/ License Flag
	Preliminary /Provisional	5+ years old (and EE BPS work history demonstrates 5+ years of use of this license)	Excess <i>*Unless EE can confirm they are</i>

			<i>enrolled in a teacher prep program</i>
		Will expire during next school year.	Retain w/ License Flag
	Emergency / Emergency Extension	Expiring before next school year	Excess
		Expiring during next school year	Retain w/ License Flag
	SEI Endorsement (Sheltered English Immersion)	Missing but required	Retain w/ SEI Flag
	BEE (Bilingual Education Endorsement)	Missing but required	Retain w/ BEE Flag
Provisional	Professional	Expired by probable org.	Non-renew
		Will expire before the end of this school year.	Non-renew
		Will expire during next school year.	Reasonable assurance (add a note in PO template for SL follow-up)
	Initial (extended)	5+ years old (and EE BPS work history demonstrates 5+ years of use of this license)	Reasonable assurance (add a note in PO template for SL follow-up)
		Will expire during next school year.	Reasonable assurance (add a note in PO template for SL follow-up)
	Initial	5+ years old (and EE BPS work history demonstrates 5+ years of use of this license)	Reasonable assurance (add a note in PO template for SL follow-up)

			follow-up)
		Will expire during next school year.	Reasonable assurance (add a note in PO template for SL follow-up)
	Preliminary /Provisional	5+ years old (and EE BPS work history demonstrates 5+ years of use of this license)	Non-renew
	Emergency / Emergency Extension	Expiring before next school year	Non-renew
		Expiring during next school year.	Non-renew
	SEI Endorsement (Sheltered English Immersion)	Missing but required	<p>Reasonable assurance w/A Flag</p> <p>Note: <i>For those licensed provisional core content teachers who are reasonably assured at Probable Org, but do not possess the SEI Endorsement, they will be required to take action by June 1st. If the required action below is not completed, it will result in a Non Renewal Letter issued by June 15.</i></p> <ul style="list-style-type: none"> • Prov 1 Core Content Educators must enroll in the district's RETELL course or any other DESE Approved SEI Pathway by June 1st. If they are not enrolled by June 1st, they will be sent a Non-Renewal Letter • Prov 2, 3 or 4+ Core Content Educators must COMPLETE & PASS the district's RETELL course or any other DESE Approved SEI Pathway by June 1st. If they have not satisfied this requirement by June 1st they will be sent a Non-Renewal Letter.

	BEE (Bilingual Education Endorsement)	Missing but required	Reasonable assurance w/BEE Flag
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Reference #7: How to Determine Who Gets Bumped

General Rules

1	Identify the PC# of the position that is being cut. <ul style="list-style-type: none"> This is determined at budget collaborative.
2	Determine the PPA for this position (use 'Reference #3 - Strand Reference' above for assistance).
3	Create a filter view for all of the teachers or paras within that PPA at the school.
4	Identify the least senior EE within that PPA. <ul style="list-style-type: none"> Teachers = provisional teachers must be cut first, then move on to permanent teachers in reverse order of seniority. <ul style="list-style-type: none"> If there are multiple provisional teachers, the SL can decide who will be non-renewed. If there are any vacancies within that PPA, no employee will need to be cut. If a permanent teacher is bumped and that teacher has an APA on file, they have rights to bump into either a vacancy (if there is one) or a provisional teacher's spot (if there is one) within that APA. Para = fewest seniority days is cut first.
5	Move the teacher or para who was sitting in the PC# which was cut into the PC# of the bumped employee, and remove the bumped employee from position in FutureForce.
6	Per the Seniority Computation Agreement w/ the BTU , if two least senior teachers within a PPA share the same seniority date, determine which teacher gets bumped based upon the following information, beginning with the first option and moving to the next if that option continues to result in a tie. <ul style="list-style-type: none"> Earliest Service Date w/ BPS Initial Permanent Date Higher score on a teaching exam Veteran Status (any status will be a tie breaker)

- Coin toss (with representation from BTU and district)

Common Issues and How to Resolve Them

When is a consent email needed from an employee?

If an employee's FTE is changed during probable org, a consent email is needed from that employee before February 15th. If no email is received, the employee will be non-renewed/excessed and the position will be posted.

If an employee is moving positions within a school and their PPA is changing as a result, a consent email is needed from that employee before February 15th. If no email is received, the employee will be non-renewed/excessed and the position will be posted.

What to do in the event of an FTE reduction to a PC#?

If a PC#'s FTE is reduced (but not deleted), the general rules regarding bumping should apply. That is, if there is no teacher within that PPA who volunteers to take the reduced FTE, a provisional teacher must be moved into the reduced position, and a consent email for that provisional teacher must be obtained. If there are no provisional teachers, the least senior permanent teacher must be moved into the reduced position, and a consent email must be obtained.

With regard to bumping, where is the line between early childhood and elementary?

If the school is an early learning center, all teachers should be considered early childhood teachers and should all bump within the same PPA.

If the school is an elementary school (K-5, K-6, K-8, etc.), teachers who are teaching on early childhood licenses should bump together, and teachers teaching on elementary licenses should bump together.

How do you determine who should get bumped when a classroom in GEN/INC closes, given all teachers within that strand will have the same PPA but only some will have the license to teach inclusion?

Provisional teachers should be cut first, regardless of their licensure. If there are no provisional teachers, the least senior permanent teacher who is missing the moderate disabilities license should be bumped.