

**BOE Policy Committee Agenda
Wednesday, November 11, 2020
Virtual Meeting 8:30 A.M.**

In consideration of public health, open meetings and the Governor’s Executive Order No. 7B dated March 10, 2020 regarding PROTECTION OF PUBLIC HEALTH AND SAFETY DURING COVID- 19 PANDEMIC AND RESPONSE - FURTHER SUSPENSION OR MODIFICATION OF STATUTES; this meeting will include an option for the public to phone in to listen to the audio of the meeting. Please note that public comment will be received by phone at the beginning and end of this meeting.

**Joining Info: Join by phone
(US) +1 347-507-7059 PIN: 195 569 015#**

CALL TO ORDER

IN ATTENDANCE

PUBLIC PARTICIPATION

APPROVE MINUTES October 28, 2020

UNFINISHED NEW BUSINESS

Discussion and possible action:

Item	Reports
<p>Policy 4118.237/4218.237/5141.8 – Face Masks/Coverings This policy was sent to the BOE for their first read. The committee will review the Board’s questions and make any necessary edits before their second read.</p>	<ul style="list-style-type: none"> ● Committee to re-review this policy and answer BOE member’s questions.
<p>Policy 4112.8 – Nepotism, Husband/Wife Employment R. Harriman-Stites requested that M.Ku come to the meeting to discuss this policy as an ex-officio. D. Cruson agreed.</p>	<ul style="list-style-type: none"> ● S. Connell will invite S. D’Eramo and M.Ku to this virtual meeting.
<p>Policy 4113 – Assignment This is a new policy. Newtown does not currently have one.</p>	<ul style="list-style-type: none"> ● Committee to review ● S. Connell will invite S. D’Eramo to this virtual meeting
<p>Policy 4113.11 – Non-Teaching Duties This is a new policy. Newtown does not currently have one.</p>	<ul style="list-style-type: none"> ● Committee to review ● S. Connell will invite S. D’Eramo to this virtual meeting
<p>Policy 4113.2 – Promotion/Demotion This is a new policy. Newtown does not currently have one.</p>	<ul style="list-style-type: none"> ● Committee to review ● S. Connell will invite S. D’Eramo to this virtual meeting

<p>Policy 4113.4 – Job Sharing This is a new policy. Newtown does not currently have one.</p>	<ul style="list-style-type: none"> • Committee to review • S. Connell will invite S. D’Eramo to this virtual meeting
<p>Policy 4113.5 – Equity in Staff Assignments This is a new policy. Newtown does not currently have one.</p>	<ul style="list-style-type: none"> • Committee to review • S. Connell will invite S. D’Eramo to this virtual meeting

UPDATE FROM THE SUPERINTENDENT

PUBLIC PARTICIPATION

ADJOURNMENT

Personnel Certified/Non-Certified

Students

Face Masks/Coverings

The Newtown Board of Education (the “Board”) recognizes the importance of protecting the health and safety of students, staff, and the community during the COVID-19 pandemic. As such, and in accordance with requirements and guidelines issued by the Connecticut State Department of Education (“SDE”), the Board requires that all individuals entering a school building, a Newtown Public Schools (“District”) facility, or a District transportation vehicle wear an appropriate face covering. An appropriate face covering shall consist of a cloth mask or disposable procedure-style mask that completely covers the individual’s nose and mouth. ~~*[Optional: An appropriate face covering shall not include “neck gaitors,” bandanas or exhalation valve masks.]*~~ Any individual who presents for entrance into a school building, District facility or District transportation vehicle who is not wearing an appropriate face covering shall be provided an appropriate face covering by the District.

Compliance with this policy shall be mandatory for all individuals while in a school building, District facility and/or District transportation vehicle, unless an applicable exception applies. Any individual who refuses to wear an appropriate face covering at all times while in a school building, District facility or District transportation vehicle shall be denied admission and/or required to leave the premises, unless an applicable exception applies. In addition, failure to comply with this policy may lead to disciplinary action for students and staff, and exclusion from school property for members of the community, in accordance with applicable laws, rules, regulations, and/or Board policies.

~~*[Optional: All individuals participating in or attending any school-sponsored activities must wear an appropriate face covering, whether or not those activities occur in a school building, District facility or District transportation vehicle, unless an applicable exception applies or the Administration, in consultation with the local health department, determines that face coverings are not required for athletes participating in certain athletic activities.]*~~

The Board authorizes the Superintendent or designee to develop administrative regulations and/or protocols to implement this policy. Such administrative regulations and/or protocols shall outline authorized exceptions to the requirement that all individuals wear an appropriate face covering in the school buildings, District facilities and District transportation vehicles and may identify additional face covering rules as related to the safe operation of the school community.

P4118.237(b)
4218.237
5141.8

Personnel Certified/Non-Certified

Students

Face Masks/Coverings (continued)

Legal References:

Connecticut General Statutes § 10-221

Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together, Connecticut State Department of Education, as amended by Addendums 1-11 (June 29, 2020 through August 31, 2020).

Adopted:

Personnel Certified/Non-Certified

Students

Face Masks/Coverings

In accordance with requirements and guidelines issued by the Connecticut State Department of Education (“SDE”), the Newtown Public Schools (“District”) requires that all individuals entering a school building, a District facility, or a District transportation vehicle wear an appropriate face covering. An appropriate face covering shall consist of a cloth mask or disposable procedure-style mask that completely covers the individual’s nose and mouth. ~~*[Optional: An appropriate face covering shall not include “neck gaitors,” bandanas or exhalation valve masks.]*~~ Any individual who presents for entrance into a school building, District facility or District transportation vehicle who is not wearing an appropriate face covering shall be provided an appropriate face covering by the District.

Compliance with these protocols shall be mandatory for all individuals while in a school building, District facility and/or District transportation vehicle, unless an applicable exception applies. Any individual who refuses to wear an appropriate face covering at all times while in a school building, District facility or District transportation vehicle shall be denied admission and/or required to leave the premises, unless an applicable exception applies. In addition, failure to comply with these protocols may lead to disciplinary action for students and staff, and exclusion from school property for members of the community, in accordance with applicable laws, rules, regulations, and/or Board policies.

~~*[Optional: All individuals participating in or attending any school-sponsored activities must wear an appropriate face covering, whether or not those activities occur in a school building, District facility or District transportation vehicle, unless an applicable exception applies or the Administration, in consultation with the local health department, determines that face coverings are not required for athletes participating in certain athletic activities.]*~~

Students and all individuals being transported on District transportation vehicles are required to wear appropriate face coverings (face coverings must be worn prior to boarding and while exiting the vehicle), in accordance with the District’s Transportation Protocols. Please see below for additional procedures for face covering exemption requirements.

Students, staff and all individuals inside school buildings and District facilities are required to wear appropriate face coverings except if: (i) the individual cannot wear the face covering because the individual has difficulty breathing, is unconscious, or

Personnel Certified/Non-Certified

Students

Face Masks/Coverings (continued)

incapacitated; (ii) the individual cannot remove the face covering without assistance; (iii) the individual has a documented medical reason making it unsafe to wear a mask; (iv) the student is in preschool; or (v) the individual has a disability that causes the individual to be unable to wear a face covering.

Important Note: The need for a medical exemption for the wearing of face coverings of the styles recommended for use in schools for source control is rare. Medical contraindications to the wearing of cloth or other similar loose fitting masks generally are limited to individuals suffering from severe chronic obstructive pulmonary disease (COPD) such as might be seen with cystic fibrosis, severe emphysema, heart failure, or significant facial burns that would cause extreme pain or interfere with the healing of a skin graft. These severe medical conditions will be rare in students or staff capable of presenting to the school for work or instruction (in most cases these individuals would not be able to move about freely without significant assistance). In addition, for anyone suffering from any of these underlying conditions, the strong recommendation would be for that person to remain at home and engage in fully virtual learning due to their risk of developing severe complications if they did become infected with COVID-19. Mild or intermittent respiratory or other common conditions such as asthma, cardiovascular diseases, kidney disease, or other similar conditions generally are not considered contraindications to the wearing of loose-fitting face coverings.

Face coverings may only be removed within the school building for the following reasons: (i) eating/drinking; (ii) on school grounds with appropriate social distancing implemented; and (iii) educational or medical activities requiring removal of masks (speech and language, evaluations, etc.) **ONLY** under circumstances when the school has implemented appropriate and District-approved mitigating measures (such as gowns, face shields, additional social distancing, physical barriers for District employees and/or students).

If a student claims a medical or disability-related exemption from wearing a face covering, the District shall follow the Decision Tree - Face Covering Exemptions in these Protocols. If the District determines the request is based on medical need, the parent or guardian and the **student's treating physician** must complete the Face Covering Exemption Request Form. If the District determines the request is based on disability (skill deficit), the District shall promptly convene a Planning and Placement Team ("PPT") Meeting or Section 504 Team meeting as appropriate to discuss and consider necessary programming revisions, accommodations, modifications, etc.

Personnel Certified/Non-Certified

Students

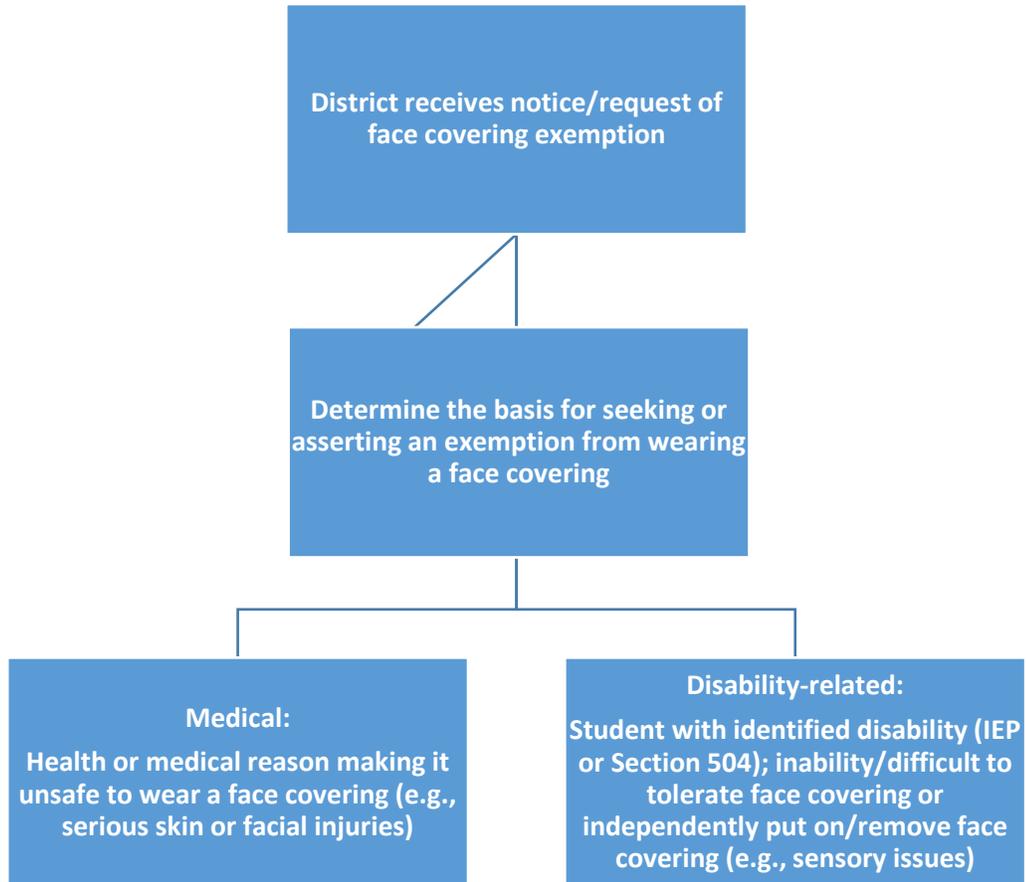
Face Masks/Coverings (continued)

If a staff member claims a medical or disability-related exemption from wearing a face covering, the District shall comply with all applicable laws, rules, regulations, and requirements regarding the evaluation of, and response to, any such claim.

~~Students shall be offered face covering breaks during the school day as determined appropriate by the Administration. A face covering break consists of the student removing the face covering from the student's own nose and mouth for a short period of time. School district personnel supervising students shall only permit a face covering break when individuals who are indoors are a minimum of 12 feet apart *[note: consult with local health department to determine whether more than 12 feet is required when indoors without masks]* or other District approved mitigating measures (such as physical barriers) have been implemented, and when individuals who are outdoors are a minimum of 6 feet apart. When practicable, school district personnel supervising students shall schedule mask breaks outdoors.~~

Students shall be offered face covering breaks during the school day as determined appropriate by the Administration. A face covering break consists of the student removing the face covering from the student's own nose and mouth for a short period of time. School district personnel supervising students shall only permit a face covering break when individuals who are indoors or outdoors are a minimum of 6 feet apart whenever possible or other District approved mitigating measures (such as physical barriers) have been implemented. Additional protective measures would be implemented whenever possible, such measures include social distancing, physical barriers, increased ventilation, hand hygiene, cleaning and disinfection, and exclusion of ill individuals. When practicable, school personnel supervising students shall schedule face covering breaks outdoors.

Decision-Making Tree - Face Covering Exemptions



SAMPLE

[Board of Education/School Letterhead]

FACE COVERING

MEDICAL/HEALTH EXEMPTION FORM

COVID-19 is a highly contagious virus that spreads by respiratory droplets released when individuals talk, cough or sneeze. Many individuals infected with COVID-19 are asymptomatic and contagious. Federal and state public health agencies, including the United States Centers for Disease Control and Prevention (CDC), recommend that individuals wear a face covering to limit the spread of COVID-19.

The Connecticut State Department of Education and _____ Public Schools require ALL students, beginning in kindergarten, to wear face coverings during the school day. Any student seeking a medical exemption to the face covering requirement must have the student's treating physician complete the below Medical/Health Exemption Form. As noted below, _____ Public Schools will consult with the student's treating physician to determine what reasonable accommodations, if any, would allow the student to wear a face covering during the school day. In light of the significant public health and safety requirements, the _____ Public Schools require that any request for medical exemption be completed and submitted to _____, the [title] at _____ [email].

Students submitting requests for medical exemption are subject to COVID-19 containment strategies pending the completion of the exemption review process. COVID-19 containment strategies may include assignment to home-based remote learning to mitigate the possibility of infection to the student or others in the physical school building.

Name of Child: _____ Date of Birth: _____

Address of Child: _____

Name of Parent(s): _____

Address of Parent(s): _____

(if different from child)

Contact Information for Treating Physician

Name: _____

Address: _____

Phone: _____ Fax: _____ Email: _____

THE _____ PUBLIC SCHOOLS RESERVES THE RIGHT TO DENY MASK EXEMPTION REQUESTS WITHOUT SUFFICIENT INFORMATION TO DETERMINE THE HEALTH-RELATED NECESSITY OF SUCH REQUEST.

I HEREBY CONSENT TO SCHOOL OFFICIALS OF THE _____ PUBLIC SCHOOLS CONSULTING WITH THE ABOVE-NAMED TREATING PHYSICIAN IN CONNECTION WITH THE REQUEST FOR A MEDICAL EXEMPTION FROM WEARING A FACE COVERING DURING THE COVID-19 PANDEMIC. I UNDERSTAND THAT MY CHILD'S TREATING PHYSICIAN IS AUTHORIZED TO EXCHANGE HEALTH/MEDICAL AND EDUCATIONAL INFORMATION RELATED TO THE FACE COVERING MEDICAL EXEMPTION REQUEST SUBMITTED ON BEHALF OF MY CHILD, _____ [NAME OF STUDENT], WITH THE _____ PUBLIC SCHOOLS . I UNDERSTAND THAT THE PURPOSE OF THE EXCHANGE OF SUCH INFORMATION IS TO DETERMINE WHETHER A MEDICAL EXEMPTION IS NECESSARY AND/OR WHETHER THERE ARE ANY REASONABLE ACCOMMODATIONS THAT SHOULD BE CONSIDERED IN CONNECTION WITH THE FACE COVERING EXEMPTION REQUEST. I UNDERSTAND THAT THIS AUTHORIZATION WILL EXPIRE ON JUNE 30, 2021, UNLESS I REVOKE THIS AUTHORIZATION AT AN EARLIER TIME BY SUBMITTING WRITTEN NOTICE OF THE WITHDRAWAL OF CONSENT. I ACKNOWLEDGE THAT HEALTH/MEDICAL RECORDS, ONCE SHARED WITH THE _____ PUBLIC SCHOOLS, WILL BE EDUCATION RECORDS UNDER FEDERAL EDUCATION RECORD LAWS (FERPA) AND MAY NOT BE

PROTECTED BY THE HIPAA PRIVACY RULE. I ALSO UNDERSTAND THAT REFUSAL TO CONSENT TO THE EXCHANGE OF INFORMATION DESCRIBED ABOVE WILL NOT AFFECT ACCESS TO HEALTHCARE.

PRINT NAME
PARENT/GUARDIAN

DATE

SIGNATURE
PARENT/GUARDIAN

The section below must be completed by the student's treating physician to verify a health or medical reason that prohibits the student from wearing a face covering in the school building and/or on school grounds or to identify possible accommodations for the student to wear a face covering within the school building or on school grounds. Upon completion, this form must be provided by the treating physician directly to the _____ Public Schools, care of [insert contact name] at [address].

The treating physician MUST consult with school health supervisory personnel prior to completing this form. The contact information for the school health supervisory personnel for this matter (COVID-19 Liaison at _____ Public Schools) is:

Medical Verification

Yes No

I have consulted with school health supervisory personnel regarding the student's ability to wear a face covering due to a verified medical or health reason.

After consultation with school health supervisory personnel, I have determined that reasonable accommodations would permit the student to wear a face covering for parts or all of the school day.

If yes, to the above question:

I have determined that the following reasonable accommodations would permit the student to wear a face covering during the school day (examples include, without limitation, face covering breaks at specified intervals, use of face shield when a face covering is contraindicated, use of bandana or looser fitting face covering):

-
-
-

After consultation with school health supervisory personnel, I have determined that the student cannot wear a face covering during the entire school day due to a verified medical or health reason.

The student has been diagnosed with the following medical condition(s) that prevent the student from wearing a face covering at all times during the school day:

—

—

*** Documentation supporting the above diagnosis MUST be submitted to the _____ Public Schools along with this Medical Verification Form.**

By signing below, I verify that the above information is accurate to the best of my professional knowledge.

Signature of Treating Physician

Date

Print Name of Treating Physician

CT License No.

**Series 4000
Personnel**

[A Board of Education Policy on nepotism is not required by law and is, therefore, a discretionary decision for the Board of Education. This model policy is provided for the Board's consideration.]

NEPOTISM

Purpose

It is the policy of the Board to recruit and hire qualified applicants for employment within the [_____] Public Schools, while avoiding both nepotism and the appearance of nepotism.

Definitions

“Immediate family” means a spouse, child, parent, sister, brother, half-sister or half-brother.

“Relative” means a sister-in-law, brother-in-law, mother-in-law, father-in-law, daughter-in-law, son-in-law, step parent, aunt, uncle, niece, nephew, first cousin, grandparent, step child, foster child, grandchild or individual living in the same household.

“Familial relationship” means a relationship between a member of one’s immediate family or a relative, as defined within this policy.

Prohibitions on Hiring

No relative or immediate family member of the Superintendent shall be hired to any position of employment.

No immediate family members of a Board member or any other district level administrator shall be hired to any position of employment.

Restrictions on Employment of Relatives

No individuals shall be hired in a position of employment that would result in a supervisory or evaluative relationship between a current employee and a relative.

No employee may be involved in the process of screening for advancement in the application process, interviewing or hiring his or her relatives.

Employees will not be hired, promoted, transferred or assigned to work in positions in the same school or work unit or department in which a relative is already employed, unless the Superintendent of Schools approves such an assignment in writing.

No administrator shall supervise any of his or her relatives.

Employees will not be hired, promoted, transferred or assigned to work in positions in which they will have access to confidential information regarding a relative, such as, but not limited to, information regarding benefits selections, confidential medical information or personnel records that are not subject to public disclosure.

Restrictions on Employment of Immediate Family Members

No employee may be involved in the process of screening for advancement in the application process, interviewing or hiring of an immediate family member.

Employees will not be hired, promoted, transferred or assigned to work in positions in the same school or work unit or department in which an immediate family member is already employed, unless the Superintendent of Schools approves such an assignment in writing.

No person who is a member of the immediate family of a building administrator or department supervisor may be nominated for or transferred or otherwise assigned to any position within that administrator's building or supervisor's department. No administrator or supervisor shall supervise any member of his or her immediate family.

Employees will not be hired, promoted, transferred or assigned to work in positions in which they will have access to confidential information regarding an immediate family, such as, but not limited to, information regarding benefits selections, confidential medical information or personnel records that are not subject to public disclosure.

Disclosure Requirements

A Board member or administrator who has an existing familial relationship with an employee, as defined above, or who has had a change in circumstances which creates a familial relationship with any employee of the [_____] Public Schools, shall declare such relationship to the Superintendent or Chair of the Board immediately.

If a change in circumstances creates a familial relationship between an employee and his or her supervisor, the Board, through its Superintendent, reserves the right to seek a transfer of any employee in order to resolve any concerns about the operations of the district with respect to nepotism or the appearance of nepotism. The Superintendent may also provide for the evaluation and/or supervision of the employee outside of the typical chain of command in order to resolve any concerns about nepotism or the appearance of nepotism.

A Board member or administrator who knows that a relative or immediate family member has applied for a position with the [_____] Public Schools shall declare such relationship to the Superintendent or the Chair of the Board as soon practicable.

In addition to the requirements set forth above regarding familial relationships, if a romantic relationship develops between an employee and (1) an administrator who has a supervisory or

evaluative relationship with the employee, or (2) a member of the Board, the affected administrator or member of the Board shall declare such relationship to the Superintendent.

Recusal

A member of the Board should not vote on any action of the Board which will directly affect a relative or member of his or her immediate family.

Discharge and Denial of Re-Employment

No current employee will be discharged or denied re-employment pursuant to an applicable recall provision based on this Policy.

ADOPTED: _____

REVISED: _____

Sample policy to consider.

Personnel – Certified/Non-Certified

Employment at Will

All employees of the district are employed at will unless employed for a position pursuant to an express written agreement to the contrary.

Another version to consider:

The Superintendent or designee shall make assignments of personnel in the best interest of the _____ Public Schools.

The Superintendent or his/her designee shall specify and assign duties to personnel, and shall be responsible for the enforcement of such rules and other contractual obligations as the Board may from time to time establish for the proper and efficient operation of the District.

The assignment of personnel may include assignments, at times, not restricted to the traditional school day in order to maximize the effectiveness of staff programs, and time for instruction.

Transfers shall be made in the best interest of the _____ Public Schools.

Policy adopted:

rev 6/10

Another version of this policy to consider.

Personnel – Certified/Non-Certified

Employment at Will

Subject to the City/Town Charter, the General Statutes of Connecticut, the written policies of the Board of Education and the contracts with various unions and associations, and subject to funds provided by the School Board, the Superintendent shall have the authority and responsibility for assigning, transferring, organizing and reorganizing all members of the staff as the Superintendent deems to be in the best interest of the District.

Policy adopted:

cps 11/12

Another version of this policy to consider.

Personnel – Certified/Non-Certified

Assignment

The assignment of all certified and non-certified staff personnel shall be the responsibility of the Superintendent with the recommendation of the school's principal.

Not later than the regular October meeting of the Board's, the Superintendent shall provide Board members a staff listing of regular assignments.

Policy adopted:

cps 5/13

An optional policy to consider.

Personnel -- Certified

Non-Teaching Duties

The required non-teaching duties in the school system vary according to the needs of each building. Within each building, Principals will plan and assign non-teaching duties as required and permitted by bargaining unit agreement language. Principals will attempt to assign such duties on an equitable basis giving consideration to the following where applicable.

1. The rotation of duties on a periodic basis ranging from a daily to a yearly arrangement.
2. Through the use of the instructional schedule, assign teachers according to time availability.

To fulfill the requirements of this policy, specific guidelines for Principals and staff will be listed in all teacher handbooks as follows:

1. During the school year, detention duty will involve all certified staff including guidance personnel.
2. During regularly scheduled parent conference time, all certified staff shall be available to parents and/or be involved with other professional work.
3. Lunch, cafeteria duty and/or recess, and bus duty will be rotated among certified staff on a long-term or short-term basis to the highest degree possible.
4. Special education teachers will be assigned lunch and cafeteria duties if they have appropriate preparation/consultation time in their schedules.
5. School psychologists, school social workers, speech and language clinicians, occupational therapists, and English as a second language teachers will be excluded from non-teaching student supervisory duties.

Principals and teachers will be encouraged to maintain open communications in order to seek a balance in the distribution of extra duty assignments. It is recognized that the varied requirements of normal teaching duties will necessitate good judgment, discretion, flexibility, and cooperation.

Policy adopted:

An optional policy pertaining to promotions.

Personnel -- Certified

Promotion

Consideration of teachers for promotion shall be based on the training, record of achievements, candidate's future plans, and indications of professional growth, among other factors.

Evidence of initiative, cooperation, ability to work with others, and promise of future growth shall be considered. Seniority will be given consideration, although not as a sole controlling factor.

Candidates already members of the school staff shall be given preference over other candidates when other factors are equal.

Notification of such openings shall be posted in the schools.

Refer also to prevailing contract agreements.

Policy adopted:

Personnel -- Certified

Job-Sharing

Job sharing is available at the discretion of the Superintendent, to full-time staff members with three (3) or more continuous years of experience in the district.

Each applicant shall be submitted to the Director of Human Resources. He/she will consult with the appropriate administrator prior to the formation of a recommendation to the Superintendent.

Staff members taking job-sharing assignments and wanting to return to a full-time position shall advise the Director of Human Resources by February 1 of the calendar year in which the staff member plans to return. A return to full-time service will be contingent upon the availability of an appropriate assignment for which the staff member is qualified.

All applications for job sharing shall be submitted by February.

All job-sharing arrangements shall be structured so that the primary concern of providing a quality educational program for the students of the district will be fully ensured.

All participants from the business/industrial sector must meet certifications standards as established by the State of Connecticut.

Legal Reference: Connecticut General Statutes

P.A. 84-14 An Act Concerning the Distribution of Information on Job-Sharing for State Employees and Teachers.

Policy adopted:

DANBURY PUBLIC SCHOOLS
Danbury, Connecticut

A sample policy to consider.

Personnel -- Certified

Equity in Staff Assignments

Although recognizing that perceptions of equity in teacher assignments differ markedly from person to person, the Superintendent of Schools shall work with each principal or supervisor to develop teacher assignments which in the Superintendent's judgment are equitable. Because of inherent differences in teaching at each of the three educational levels (elementary, middle school, and senior high), differences among departments in secondary schools, and differences among and between grade levels and special subject teachers in elementary schools, administrative priorities in teacher assignments shall be:

1. Equity within each secondary school department; equity among regular elementary classroom teachers; and equity among special subject elementary teachers;
2. Equity among departments at secondary schools and equity among and between regular classroom teachers and special subject teachers in elementary schools;
3. Equity among teachers throughout the district.

In working toward equitable teaching assignments, the Superintendent and other administrators will give appropriate consideration to the following non-exclusive list of factors:

1. School levels (elementary, middle school, senior high);
2. Differing subject matter or special subject requirements;
3. Number of students taught;
4. Students' abilities;
5. Number of teacher preparations and teacher assignments;
6. Number of planning periods provided;
7. Extra class assignments--playground duty, bus duty, cafeteria duty, hall duty, home room assignments, department chairmanships, etc.;
8. Teachers' experiences and abilities;
9. Teachers' preferences;
10. Previous teaching assignments and extra class assignments.

Although providing consideration to all factors listed in this policy, the Superintendent and/or principals shall give the educational interests of students their first priority in making teacher assignments.

Policy adopted:

cps 5/04