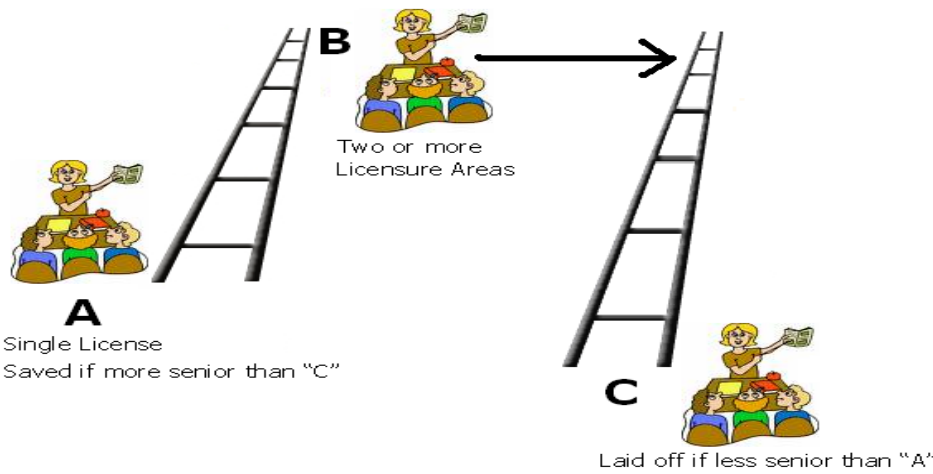


Realignment



Typical realignment scenario: Teacher "A" is proposed for layoff but retained due to realigning "B" to another licensure area, which then causes "C" to be laid off since she is less senior than "A". "B" may have multiple licenses or a license that covers more than one licensure area for this to occur.

Elimination of realignment was first legislatively enabled in August 2005:

The District and MFT are able to eliminate realignment under the Teacher Tenure Act, MS 122A.41 Subd. 14, which states: (a) A teacher whose services are terminated on account of discontinuance of position or lack of pupils must receive first consideration for other positions in the district for which that teacher is qualified. In the event it becomes necessary to discontinue one or more positions, in making such discontinuance, teachers must be discontinued in any department in the inverse order in which they were employed, ***unless a board and the exclusive representative of teachers in the district negotiate a plan providing otherwise.*** (Eff. August 2005).

Currently, the Interview and Select Memorandum of Agreement (MOA) states that realignment is eliminated. That MOA expired July 31st, 2009.