

NOTICE REGARDING SENIORITY AND CERTIFICATION  
INDEPENDENT SCHOOL DISTRICT 881  
2024-25

NOTICE is hereby given to all professional employees of Independent School District No. 881 required to be certified as follows:

1. On November 11, 2024, the School District promulgated a tentative seniority and certification list for teachers in the district.
2. A copy of the tentative list is posted on the faculty bulletin board in each school house of the District and has been given to the exclusive representative of each employee group.
3. If after reviewing the tentative seniority list, a teacher believes the tentative seniority and certification is in error as to him or her in any particular he or she shall submit detailed objections in writing to the School District office no later than December 6, 2024 at 3:30 p.m.
4. Failure by any teacher to object within said time period, shall be deemed a waiver of any objection. The final seniority list will be a factor in any staff reductions that may be necessary and shall continue in effect until notified in subsequent school years.
5. Any teacher, who with knowledge of the true facts, fails to call to the attention of the administration any mistakes in any seniority and certification list or information which would affect such teacher's placement on the list, as it applies to him or her may be subject to appropriate discipline which may include discharge.
6. On January 8, 2024 a final seniority list incorporating any change in the original list resulting from errors or additional information shall be posted and distributed as provided in No. 2. The school board reserves the right at any time, to add to or delete from the list of licenses of any teacher, a licensure listing which is made effective, respectively, after the promulgation of the final seniority list.
7. Any teacher having a new certification pending by January 1 of any year shall notify the School District administration in writing no later than January 30 at 3:30 p.m. Failure to notify the School District administration office of pending new certification by January 30 shall be deemed a waiver of any objection involving the new certification should such teacher's seniority and certification be a factor in any staff reduction that may be necessary. Such notice is intended to assist the School District in staff planning. It is not a substitute for the copy of the actual certificate itself. It is the obligation of each individual teacher to file for record his most current teacher's certificate. The School District is not obligated to recognize a teacher's certification classification unless it is included on his most recent certificate filed for record with the School District administration office.
8. Even when a notice of pending certification has been received, additional certifications filed on or after March 1 of any year shall not be taken into account in making staff reductions in that year.

Dated this 11th day of November, 2024

By order of the School Board:            By: \_\_\_\_\_

Title: Superintendent