1. All staff:
   a. 14-16 = Excellent
   b. 11-13 = Proficient
   c. 8-10 = Needs improvement
   d. 4-7 = Unsatisfactory

2. If there are only two evaluations and there are differences, most recent evaluation would indicate group placement.

3. If the last two evaluations are different, refer back to the third year and majority rules.

4. If the evaluation has not been completed for the entire year, the rating is proficient.

5. If there is only one evaluation, the staff member will be placed in the appropriate category.

6. If the staff member has been placed by the committee in Group 1, and the evaluation is completed by 45 days prior to the end of the school year), then MV administration will place the staff member in the RIF group according to the RIF rules. All other staff members will be placed in the appropriate group prior to 75 days before the end of the school year.

7. If, in a three-year evaluation cycle, a staff member has the rating of Needs Improvement or Unsatisfactory in one of last two years, the staff member would be placed in group 2.

8. Part-time staff are placed into groups based on their evaluation. The same rules apply for order of dismissal.

9. Tie-breaker for seniority
   a. Higher raw scores, if systems are equivalent
   b. Lottery

10. The RIF Committee will review the summative ratings of each staff member and confirm placement in the correct RIF category, in order to verify that the RIF rules have been followed.

Group Placement – Performance

Group 1: Probationary with no summative
Group 2: Unsatisfactory or Needs improvement in 1 of last 2 evaluations
Group 3: Consistently proficient
Group 4: Excellent rating in 2 of last 3 evaluations

Seniority – Order of Dismissal

Group 1: Dismissed and recalled at discretion of administration
Group 2: RIFd by inverse seniority within averaged groups. No recall rights
Group 3: RIFd by inverse seniority. Recall rights
Group 4: RIFd by inverse seniority. Recall rights