

Subd. 3. ULA Procedure: Teachers shall be placed on ULA in inverse order of seniority in the field and subject matter employed with the following exceptions: 1) No teacher shall be placed on ULA if there is any other teacher who is qualified in the subject area and is employed on a temporary approval by the State of Minnesota (i.e. Community Expert, Variance, Temporary Limited, Restricted) or is serving in the District as a Long-term Substitute; 2) No teacher shall be placed on ULA if any other qualified teacher employed in the same field and subject matter has received at least 2 performance evaluation ratings of “developing” in their career and 1 of the evaluation ratings of “developing” in the last 2 years.

By May 10 of the year that the District determines that a reduction in teaching positions is needed, teachers will be categorized (i.e. qualified) and placed into one of three groupings:

- a. Grouping 1: teachers on a temporary approval by the State of Minnesota and/or probationary teachers as deemed appropriate by the District.
- b. Grouping 2: teachers with at least 2 performance evaluation ratings of “developing” in their career and 1 of them in the last 2 years.
- c. Grouping 3. Teachers with a performance evaluation rating of at least “proficient” on both of their last two performance evaluation ratings, if two ratings are available, or on the last performance evaluation rating, if only one rating is available.

When the District determines a reduction of teaching positions is needed the District will begin the reduction process with those teachers on a temporary approval from the State of Minnesota and any probationary teachers as deemed appropriate by the District. If further reductions are needed the ULA process will begin with teachers in Grouping 2. Among the teachers in Grouping 2, the order of teachers placed on ULA is based on their average performance summative evaluation rating, with the teachers with the lowest average performance summative evaluation rating placed on ULA first. If further reductions are needed, teachers in Grouping 3 with the shorter length of continuing service with the District will be placed on ULA first.