

A Guide to Norm Day Displacement

Displacement occurs when a school is over-taught. It results in one or more teachers having to leave their assigned site and enter into a "contract pool". A displaced teacher does NOT lose their district job (contract), they only lose their assignment to that site. One still has a job and still gets paid on a regular basis. Ultimately, the District must find a new assignment for each displaced teacher.

❖ **There will be two Norm Days this year because the District is imposing Mid-Year renorming *over UTLA's objections.***

✚ **Norm Day is the fourth Friday of each semester – (Article XVIII, Section 1.2 (a))**

✚ **In order to monitor the process you will need the following documents:**

- ✓ Collective Bargaining Agreement – Article XI, Section 6.0
- ✓ Norm Classification Report for Norm Day for your school site (each track has its' own norm day)
- ✓ Seniority Roster for your school

❖ **The Process:**

1. The Principal first determines which program/s are to be affected

In secondary schools this usually, but not always, means that the affected programs are all those programs other than Math, Science and English. When multiple displacements occur it may affect all departments. This will also affect approved Small Learning Communities within a school – (Article VIII, Section 4.0)

In elementary schools and Early Education Centers the program affected is the whole school except for Special Ed. Classes.

2. The Principal asks for eligible volunteers for displacement (Article XI, Section 6.0 [b]). Teachers with a Below Standard Stull or an Unsat Service or Act are not eligible for voluntary displacement, nor can any displacement negatively impact the racial/ethnic balance of the school (Appendix B, Section 2.2 (b)).

3. Other exemptions to any displacement are (Article XI, Section 6.0, c-i):
 - a) Disability/reasonable accommodation
 - b) Certain teachers under teacher integration and continuous service transfers
 - c) Bilingual teacher assigned to a Waiver to Basic program
 - d) Part-time teachers with special skills (not job share or reduced workload)
 - e) Teacher possesses special instructional skills or qualifications (Admin. Determined)

4. The principal identifies for displacement the least senior non-exempt teacher/s using the seniority roster.

5. Approved Small Learning Communities (SLC) are to be treated as a separate school for displacement purposes. (Article VIII, Section 4.0)

ADDENDUM

GUIDE TO NORM DAY DISPLACEMENT

NORM DATES FOR 2007-08, FIRST SEMESTER

<u>Calendar/Track</u>	<u>Elementary</u>	<u>Secondary</u>
Traditional/Single	October 3, 2007	October 3, 2007
90/30 – A	October 3, 2007	September 21, 2007
90/30 – B	October 3, 2007	August 3, 2007
90/30 – C	August 24, 2007	August 3, 2007
90/30 – D	October 3, 2007	August 3, 2007
Concept 6 – A	October 3, 2007	October 3, 2007
Concept 6 – B	August 24, 2007	August 3, 2007
Concept 6 – C	October 3, 2007	August 3, 2007

MID-YEAR RENORMING*, 2007-08, SECOND SEMESTER

[*Note: Mid-Year renorming is a practice approved by the Board of Education in July, 2007, and imposed over the objections of UTLA.]

<u>Calendar/Track</u>	<u>Classification Report Date*</u>	<u>2nd Semester Start</u>
Traditional/Single	December 14, 2007	February 4, 2008
90/30 – A	December 21, 2007	February 12, 2008
90/30 – B	December 14, 2007	January 7, 2008
90/30 – C	December 14, 2007	January 7, 2008
90/30 – D	November 9, 2007	January 7, 2008
Concept 6 – A	December 14, 2007	March 3, 2008
Concept 6 – B	December 14, 2007	January 2, 2008
Concept 6 – C	October 25, 2007	January 2, 2008

**** The enrollment reported in the Classification Report indicated above will be used by the LAUSD Budget Services and Financial Planning Division to adjust the number of positions required (i.e., displace teachers) for the second semester***