

**SCHOOL DISTRICT PROPOSAL**  
**10/3/17**

ARTICLE XV: TRANSFER, REASSIGNMENT, AND RECALL

**Section I. Exemption from layoff for designated programs and staff** (page 179)

Teachers working in the following programs may be exempted from districtwide layoff outside of seniority order to ensure continuity of instruction to students at these sites based on the difficulty in filling vacancies at the sites with staff who are appropriately licensed, certified and bi-literate in the appropriate language:

Autism

Montessori

Immersion

Native and Heritage language literacy programs as identified at contract administration

Teachers who are graduates from the district's residencies (e.g., Minneapolis Residency Program and Special Education Program) may be exempted from districtwide layoff outside of seniority order to ensure the district and the MFT's commitment to grow our own staff.