

DISPLACEMENTS FAQ

What happens if someone is displaced? Does this mean that they lose their job?

No. When someone is displaced, they do not lose their job with LAUSD – they remain actively employed with the district and will retain their seniority, current salary, health benefits, and any scheduled salary step increases. The displacement will only affect their current assignment. A displaced educator is temporarily assigned as a “contract pool educator” and can apply for any job opening for which they are qualified. It is encouraged to begin applying for jobs as soon as possible once displaced.

What happens to a displaced teacher if they are unable to get hired for a full-time position?

An educator will be assigned by LAUSD to a specific school site but may on occasion be directed to report to another school site temporarily.

What is the contractual procedure for displacements?

For elementary schools:

1. The administrator lets the faculty know how many displacements there will be and provides an opportunity for educators to voluntarily displace.
2. If displacements are still necessary after giving the opportunity for voluntary displacements, then displacement is done according to seniority.

For secondary schools:

1. The administrator chooses the impacted program/subject field for displacements.
2. The administrator notifies the impacted program/subject field of how many displacements there will be and gives the opportunity for educators within the designated program/subject field the opportunity to voluntarily displace.
3. If displacements are still necessary after giving the opportunity for voluntary displacements, then displacement is done by seniority within the program/subject field chosen by the administrator.
4. If a secondary teacher is teaching two subjects/departments, the department they are considered a part of is based on where they have taught the majority of their teaching time during the most recent six semesters of regular classroom teacher experience.

For Special Education:

1. The administrator lets the Special Education department know how many displacements there will be and allows Special Education teachers to voluntarily displace.
2. If displacements are still necessary after giving the opportunity for voluntary displacements, then displacement is done by seniority within the Special Education department.

(Note: Voluntary displacement is not allowed when the educator has a Below Standard Evaluation or Unsatisfactory Act/Service and/or Suspension within the previous year.)



What if the administrator does not displace via seniority?

The administrator can choose not to displace a teacher with less seniority if they reasonably determine that the teacher not being displaced has special instructional skills or qualifications needed by the pupils and the educational program at the school and that these skills and qualifications cannot be filled by other senior members of the teaching faculty. If this is in dispute, it is important to reach out to the UTLA Area Representative for guidance.

How does displacement work at a school that has both a “neighborhood school” and a magnet school on the same campus?

If the magnet and neighborhood school have different “location codes,” they are treated as different sites. Example: Los Angeles Elementary School has both a neighborhood school and a magnet school on their campus. Based on the ECAST, the magnet school is set to lose a teacher, and the neighborhood (non-magnet) is set to keep all of their staff. In this scenario, the principal should let the magnet school educators know of the upcoming displacement, allow for voluntary displacement, and if no one volunteers, displace the magnet teacher with the least seniority.

If an out-of-classroom position is closed, what happens to the educator who was filling that position?

If the educator was previously assigned to their current school as a teacher, they would be returned to their site as a member of the teaching staff. If the educator was previously assigned to a school site or office different from their current school, they are either returned to their previous school if there is an opening or to the same geographic area (see chart below).

OUT-OF-CLASSROOM STATUS	WHAT HAPPENS
Previously assigned to their current school	If the out-of-classroom position closes or they are no longer in the position, they return to their current school site.
Previously assigned to a <u>different</u> school prior to taking on the current out-of-classroom position	If the out-of-classroom position closes or they are no longer in the position, they return to their previous school site (if there is an opening) or a school in the same geographic region.