

## Redeployment Policy

### Rationale

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When attempting to develop and manage a deficit management system, or when dealing with curriculum imbalance, the college may declare members of staff as excess. Staff members affected by this process are considered effective and competent practitioners, and they can expect to be assigned duties and responsibilities that reflect this consideration during redeployment.

### Purpose

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To ensure that members of staff who have been declared as excess are “gainfully employed” whilst working at the college.

### Implementation

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Staff named as excess can expect “gainful employment” at Gisborne Secondary College while still in excess.

When a staff member is declared as excess during a semester in which they have already been assigned regularly rostered classes, courses or duties, the staff member will remain assigned to those duties until:

- the end of the semester, or
- they are employed elsewhere

The staff member may be re-assigned these classes, courses or duties for a subsequent semester.

A teaching staff member declared as excess can expect to be assigned:

- teaching duties and/or specialist programs
- team teaching roles
- replacement classes
- extras and supervisory duties

While a teacher can be asked to take duties equivalent to their FTE, a maximum of 70% of the FTE, will be extras and replacement classes (22 periods/cycle).

Where a teaching employee declared in excess is asked to take teaching duties the assigned teaching duties will extend the curriculum provision of the college.

A teacher declared in excess asked to take teaching duties may teach rostered classes for another teacher at the college on leave.

An Education Support staff member declared as excess can expect to be assigned work that:

- continues their work in the work area they were last employed in, or
- is consistent with duties expected of their pay range, and
- is within the individual’s capacity to complete

### Definitions

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“teaching duties” - the teaching of classes which appear on the college timetable, and have been assigned for a term, semester or academic year are considered to constitute rostered teaching duties.

“replacement classes” - where a teacher named in excess is assigned a class within the day one or more of their normal classes are lost. In November and December of each year as classes are dismissed, teachers may be allocated replacement classes up to 80% of their timetabled allotment. Such classes may only be assigned within the week normal classes are lost.

“team teaching roles” - where a teacher named in excess is assigned to plan, deliver, assess and report on a class or classes in partnership with another teacher employed at the college.

## **Evaluation**

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This policy will be reviewed as part of the school’s three-year review cycle, or at times when the principal believes that policy warrants a review.

This policy was last ratified by School Council in October 2013