



Code: **GCQC-AR**
Revised/Reviewed: 8/30/01; 4/09/14
Orig. Code(s): GCQC-AR

Exchange Teaching

Subject to laws of the state of Oregon and the state Board of Education regulations, direct teacher exchanges may be arranged between licensed employees of the district and other such licensed employees in school districts in other states, in any possession of the United States, or in foreign countries. Such exchanges will be made under the conditions outlined below.

1. Eligible applicants for such exchanges are required to provide Centennial School District with no less than five years of successful professional service to the district.
2. Applications for such exchanges will be made to the office of the superintendent no later than March 1, preceding the fall semester when the exchange is to occur. All applicants shall include the length and purpose of the exchange, the benefits to be accrued by the students enrolled in the district, the name and qualifications of the exchange teacher to be received by the district and the name of the governing agency supporting and supervising the exchange.
3. Final approval of the application shall rest with the Board, whose decision shall be final and made no later than April 1, preceding the fall semester when the exchange is to occur.
4. Length of such exchange shall be no greater than one calendar year in length, but may begin at the start of either the fall or spring semester. Salary for the exchange teacher shall be borne by the district, while the salary for the non-district employee participating in the exchange shall be the responsibility of his/her employing district. In the event that either of the exchanging district's exchange teachers cannot complete the exchange, the home district of the affected exchange teacher may choose to provide another teacher or pay for a replacement employee by the receiving district.
5. Any employee who participates in a direct teacher exchange program shall be required to return to district service for no less than three years following the exchange. Employees who sever employment with the district before the three-year period, will be required to reimburse the district a proportional amount of salary, based upon the remainder of required service. Death or illness, which prevents the employee from completing the full length of return obligation to the district, will be considered as having completed the terms of his/her agreement to the district.
6. Selected teachers will still be required to maintain membership in the local bargaining unit. Since the exchange teacher will be hired by the district, he/she will receive all benefits accorded to all members, including salary placement, experience credit/seniority and

appropriate fringe benefits. Retirement credit will be provided, as stipulated through the Public Employees Retirement Service (PERS), though exchange teachers are responsible to contact PERS for any assurances.

7. The district accepts no financial or other responsibility for the accepting exchange teacher. All responsibilities, financial and otherwise are the responsibility of the accepting exchange teacher and his/her district. Further, it shall be the sole responsibility for the accepting exchange teacher to apply for and receive the correct VISA status through INS and possess a reasonable amount of liability insurance, as determined by the superintendent/designee.
8. If in the opinion of the accepting school district, the exchange teacher does not perform at an acceptable level of performance, the home district may choose to discontinue the exchange at anytime upon written notification and prior to three weeks notice of intent to terminate the exchange.
9. Participants for the exchange program will be limited to no greater than one teacher per building or two percent of the building teaching staff, whichever is greater. An employee who is selected for participation in the direct teacher exchange program shall not be considered eligible for an additional leave until three additional years have been served in the district.
10. Some exchange organizations application may conflict with district administrative regulations. In such cases, the superintendent/designee may review such applications in order to determine whether employee participation is in the best interest of the district.