

REDUCTION IN STAFF

In the event it becomes necessary to reduce the number of teachers due to economic reasons, program elimination or to reduce the number of teachers in a given subject area, field, or program, or to eliminate or consolidate positions, the Board shall follow the procedures below.

Reduction will be implemented with the goal of retaining teachers who hold seniority in the district, prior experiences in the department, possess appropriate licenses, possess appropriate skills, meet North Central Association criteria, hold high academic preparation, exhibit satisfactory performance, perform supplemental duties, and extracurricular assignments.

Teachers may be transferred from one program to another or from one school to another to meet the staffing needs of educational programs, and to facilitate achieving the desired number of positions to be reduced. The date of employment shall be defined as the first date of school, in the district, during the school year in which the teacher began work unless the teacher began work after the beginning of the school year, in which case "Date of Employment" shall be defined as the date the school board approved the teacher's regular contract. Seniority shall be defined as years of service in the system.

Teachers will be called in reverse order of layoff for positions for which they are certified and qualified for up to one year, provided they have indicated their desire to be recalled in writing to the Board. Teachers who expand areas of certification must notify the Board of such a change in writing. If a position has been offered to the teacher and the teacher refuses, the teacher's name shall be dropped from the recall list. Acceptance must be made within three calendar days of the offer. The Board will not provide any salary, wages or fringe benefits for teachers during the period of layoff.