

GBQA Reduction of Teaching Staff

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If the board decides that the size of the staff must be reduced, guidelines in this policy shall be followed. Insofar as possible reduction of staff shall be accomplished by attrition due to resignations and retirement.

The following steps will be utilized by the service center's administrative staff to reduce staff:

The number of positions to be reduced shall be in accordance with the goals established by the board. The number of staff needed to implement the service center's program will then be determined by the executive director based on those goals in determining which staff will be terminated due to reduction in force.

The goals and needs of the service center, individual certifications, qualifications, training, skills, evaluations and interests shall be considered.

If two or more staff members have similar certifications, qualifications, training, skills, evaluations and interests in a program area, those who have seniority may be retained. If all of the staff have similar certifications, qualifications, training, skills, evaluations and interests, the staff members who best meet the needs of the service center, considering the factors outlined above and any other relevant factors, will be retained.

The Board shall not be required to consider reinstatement of any such person after a period of one year from the date of non-renewal.

Approved: SCKESC Board of Directors – 3/3/2010