

## REDUCTION IN PROFESSIONAL STAFF WORK FORCE

Whenever in the judgment of the Board staff reduction should become necessary, the Board shall lay off or reassign professional staff members in order to achieve the necessary staff reduction, in accordance with the following:

1. The Board will use reasonable efforts to communicate the situation confronting the district to the professional staff members so as to allow a reasonable opportunity, not to exceed 10 days from the date of communication, to present possible alternative such as early retirement, normal attrition, part-time contract, and/or other alternatives, which could accomplish the same goals.
2. No professional staff member protected by statutory continuing contract provisions will be non-reemployed while qualified and certificated for a position held by a person temporarily or not fully certificated by the State Board of Education or a person who has not attained continuing contract status.
  - a. Staff with emergency and/or temporary certification will be released first.
  - b. Non-degree staff in professional positions shall be released second.
  - c. Professionally certified staff shall be released third.
  - d. The Board hereby establishes the following criteria (not necessarily in order of priority), all of which the administration shall consider in making recommendations to the Board and the Board shall consider in determining which staff in the above categories will be affected by staff reduction: seniority, evaluation records, qualifications as established for the positions remaining, certification, educational background (i.e. training and experience), federal and state affirmative action requirements.

(ADOPTION DATE: November 22, 1982)

(REVISION DATE: January 22, 1996)

(REVISION DATE: April 25, 2005)

(REVIEWED DATE: January 26, 2009)

CONTRACT REF.: Negotiated Agreement, Article VIII