

With prior board approval, the superintendent may terminate or reduce the term of employment of classified employees in order to reduce staff. In such circumstances, the following procedure will apply:

1. The superintendent shall first reduce staff through normal attrition.
2. The superintendent shall recommend reductions in force to the board based upon the following criteria, in order of priority:
  - a. job performance as indicated on formal evaluations and other documentation, such as a supervisor's determination regarding an employee's recent performance, an employee's performance ratings and/or evaluations over the last three (3) years, and any other documentation related to an employee's performance and/or disciplinary action over the last three (3) years;
  - b. degrees, licenses, skills, qualifications, or other indications of an employee's potential to contribute and progress in the school system over the long term;
  - c. seniority in the same or related positions within the system as a whole;
  - d. other criteria determined to be relevant by the superintendent, such as the individual needs of a school or department.

~~The superintendent shall use his or her discretion in weighing these factors; however, proven job performance will be the most significant factor.~~

For purposes of this policy, a "reduction in force" is defined as the dismissal or demotion of a classified employee after the employee's first day of work in the fiscal year due to budget restraints or program changes. The release from employment of a classified employee at the end of a school year due to budget restraints or program changes does not constitute a reduction in force, and no appeal may be filed based on the terms of this policy.

The board will approve, disapprove, or modify the superintendent's recommendation for reduction in force. All employees affected by the reduction will be notified in writing of the board's decision. Such notice must include information regarding the opportunity for any employee terminated pursuant to this policy to submit his or her name for other positions as they become open. Such submission does not offer any guarantee of employment; however, a positive work experience with the school system will be favorably reviewed in regard to any application for employment.

Legal References: G.S. 115C-47

Cross References:

Adopted: