

CERTIFIED PERSONNEL REDUCTION IN FORCE

In the event it becomes necessary to reduce the faculty (professional staff) because of diminished resources, decline in enrollment, consolidation of programs or positions, elimination of programs, or other circumstances determined by Tonkawa Board of Education, the procedure to be followed appears below.

For the purpose of this policy, seniority is defined as the total length of uninterrupted service with the school district as a licensed or certified employee.

Tonkawa Board of Education or the administration will advise the teachers that a reduction in force appears imminent and will consider alternatives.

The board will determine which programs can best serve the needs of the students. The position or the program shall be the determining factor(s) for what will be eliminated, not the individuals that occupy the position or serve the program.

The board shall first attempt to reduce staff by normal attrition and, second, by the following:

1. Licensed staff first year, beginning shall be released first
2. Probationary staff shall be released next according to certification, seniority, and principal recommendations, in that order.
3. Career staff will be released according to certification, seniority, and principal recommendation, in that order.

Teachers holding eliminated positions will be placed in another position for which they are qualified by certification, if that position is held by a teacher lower on the criteria of certification and seniority, in that order.

Reemployment of staff released due to reduction in force shall be in reverse order of release if that individual is available when needed. A teacher who is reemployed after having been released due to reduction in force shall have reinstated the accumulated sick leave balances, salary step placement and seniority, if any, that he/she possessed at the time he/she was released due to reduction in force.

If there is no conflict with provision of the insurance policies, teachers released by reduction in force will have the option of continuing their insurance program through the district, making payment of their own premiums.

Reference: A.G. Opinions 80- 197, 81-288, and 79-351