

3146 REDUCTION IN FORCE

The Board of Education shall provide the teaching staff necessary for the operation of the district in a manner that is efficient and economical.

The Board of Education reserves the right to eliminate teaching staff positions and reduce district staff commensurately whenever reasons of economy, reorganization of the school district, reduction in the number of students, or other good cause so warrant as required by law.

No tenured teaching staff member will be transferred or dismissed in a reduction in force affecting a category of employment in which a non-tenured teaching staff member is employed.

Seniority entitlements will govern the transfer and dismissal of tenured teaching staff members affected by a reduction in force, except that, when two or more tenured teaching staff members within the same employment category affected by a reduction in force possess an identical seniority entitlement to that category, the teaching staff member(s) shall be retained in that category who has demonstrated greater competence in the sole discretionary judgment of management.

The Superintendent or designee shall collect and maintain the information requisite to the calculation of each tenured teaching staff member's seniority status. The Superintendent or designee shall develop and maintain district seniority lists and shall recommend terminations and/or transfers in a reduction in force in accordance with those lists. No seniority list shall be a public document or published.

Nothing herein shall prevent the Superintendent or designee from making such seniority lists available for review by the appropriate employee representative organization.

Teaching staff members affected by a reduction in force will be informed of their seniority status and of the effect of the reduction in force on their employment, as promptly as possible after the Board's action to eliminate positions. Wherever possible, the Board will give sixty (60) days notice of a pending dismissal. If notice cannot be given a full sixty (60) days before the end of the employee's service, salary in lieu of

notice will be given for the remaining notice period beyond the end of service.

N.J.S.A. 18A:28-1; 18A:28-9 et seq. N.J.A.C. 6A:32-5.1

Adopted:

Former Policy 420.2 - Reduction in Professional Staff Work Force which was:

Adopted: 11 December 1979