

4145 REDUCTION IN FORCE

The Board of Education shall provide the support 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 support 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.

The Superintendent shall continually review the efficiency and effectiveness of district organization and recommend to the Board the creation and abolishment of support staff positions and the reallocation of duties and positions.

When two (2) or more employees are employed in the same classification of employment in which a position is abolished, the employee shall be reemployed who has had greater length of service in this district.

When, as the result of the abolishment of a position, an employee is demoted in position, the employee shall receive the salary of the position to which he/she has been assigned.

The name of any employee dismissed in a reduction in force shall be placed on a preferred eligible list in the order of dismissal for reemployment whenever vacancies occur. Any such reemployed employee shall be given full recognition for previous years of service in district employment and in his/her classification and for military service performed while in district employment or prior thereto.

N.J.S.A. 18A:6-10; 18A:17-4

Adopted:

Formerly policy 420.2 - Reduction in Professional Staff Work Force which was:

Adopted: 11 December 1979