

REDUCTION IN PROFESSIONAL STAFF WORK FORCE

When the Sunapee School Board finds it desirable to reduce the number of certified full time and/or part time positions for reasons of declining enrollments, budget reduction, change in or consolidation of Board-authorized programs, or for any other reason determined necessary or desirable by the School Board, the following reduction in force policy will be implemented:

1. Notice
 1. As soon as a reduction in force is brought to the Board for a decision the Superintendent of Schools shall notify the President of the Sunapee Teachers Association.

For the purposes of this policy, classifications are defined as follows:

Pre K – Fifth grade;

Sixth – Eighth grade according to the following subject areas:
English, Social Studies, Math, Science, Foreign Language;

Ninth – Twelfth grade according to the following subject areas:
English, Social Studies, Math, Science, Foreign Language;

K - twelfth grade according to the following subject areas: Art,
Home Economics, Physical Education, Industrial Arts, Special
Education, Music, Guidance, Library.

2. The School Board will receive any written presentations regarding the reduction in force from the Sunapee Teachers Association.
 3. The decision to implement the reduction in force shall be made at the sole discretion of the School Board.
- B. Procedures for Determining Reduction in Force:
1. If a reduction in staff is desirable, the School Board should retain those teachers who, in its sound discretion, will be the best teachers for the school system.
 2. The School Board does not condone “bumping”. The best teacher shall be retained, regardless of whether the teacher is probationary or not. A teacher with more than three years of employment in the school district shall not have the right to displace another teacher with less than three years of service in the school district.

3. In identifying which teachers to release, the School Board through the Superintendent shall consider the following factors: certification, academic preparation, professional growth, job performance, experience in certified area and/or job classification, ability, and overall effectiveness. All of the factors being equal, then seniority may be considered in making the final determination. Seniority is defined as the total number of years continuously employed in this School District.
4. There will be no recall rights for terminated employees. However, the school administration may consider the applications of terminated employees for such positions which may become available in subsequent years provided that said terminated employees submit a reasonable and timely application for the vacant position. A previously employed teacher who returns to a teaching position within a three year period shall resume employment by the school district at no less that the step occupied when the teaching position previously held was terminated.
5. Any transfer, assignments, or re-assignments resulting from or involved with a reduction in staff will be made at the sole discretion of the Superintendent of Schools. In the event of a change of assignment or transfer as a result of the reduction in force, the teacher involved shall be notified of such change.
6. This reduction in force procedure is the only procedure that may be used in a reduction in force. No other personnel action, other than a reduction in force, may be considered under this policy.
7. Decisions made as to which employees are to be retained are specifically excluded from arbitration.

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