

GBQA - REDUCTION OF TEACHING STAFF

GBQA

In the event the board decides that the size of the teaching staff must be reduced, guidelines in the rules will be followed.

APPROVED: October 11, 1993

REVIEWED: November 13, 2000

REVIEWED AND APPROVED: February 13, 2012

GBQA-R - REDUCTION OF TEACHING STAFF

GBQA-R

The following steps will be utilized by the district's administrative staff to reduce the teaching staff:

To determine the number of teaching positions to be reduced, the administrative staff will ascertain the educational program for the district to meet the educational goals established by the board. The number of teachers needed to implement the district's educational program will then be determined by the administrative staff based on those educational goals as determined by the board.

All teachers will be evaluated in relation to the educational goals of the district, length of employment with Unified School District No. 273, individual certification, and specific skill areas. Whenever possible, normal attrition will be used to accomplish needed staff reduction.

In the event two or more teachers have similar qualifications and skills in a teaching area, which are deemed necessary to fulfill the district's educational goals, the superintendent may recommend the senior teacher, if any, for the position in question.

In the event a non-tenured teacher possesses marked superiority in all areas listed above, the superintendent may recommend the non-tenured teacher for the position in question.

In the event a teacher's position is being eliminated or reduced to part-time, the teacher will be notified of the decision as early as possible but in no case later than May 1. Whenever a teacher is given written notice of non-renewal or reduction in their position, they may request a hearing as provided in KSA 72-5438.

GBQA-R - REDUCTION OF TEACHING STAFF

GBQA-R-2

Any certified employee who has not been re-employed as a result of reduction of the teaching staff shall be considered for re-employment if a vacancy exists for which the teacher would qualify. Certified employees who may be eligible for re-employment are required to notify the district of their current address. The superintendent will recommend to the board reinstatement of any teacher he/she deems qualified and able to serve the best interests of the district. The board shall not be required to consider reinstatement of any teacher after a period of one year from the date of non-renewal.

Teachers who are rehired up to 12 months after the teacher was non-renewed shall retain their (1) seniority, (2) placement on the salary schedule, and (3) benefits. After 12 months from the date of non-renewal the teacher shall be deemed as terminated, and if the teacher is rehired at that time the teacher shall be hired as a new teacher.

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