

GCQA - REDUCTION OF NONCERTIFIED STAFF

GCQA

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

APPROVED: December 8, 1997

AMENDED: November 13, 2000

REVIEWED AND APPROVED: February 13, 2012

GCQA-R - REDUCTION OF NONCERTIFIED STAFF

GCQA-R

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

To determine the number of 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 noncertified staff 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 staff will be evaluated in relation to the educational goals of the district. Individual qualifications, specific skill areas and length of employment shall be ascertained and applied to the needs of the district. Whenever possible, normal attrition will be used to accomplish needed staff reduction.

In the event two or more noncertified staff members have similar qualifications and skills in an assigned area, deemed necessary to fulfill the district's educational goals, the superintendent will consider: quality of job performance as indicated by employee's evaluations, years of service in Unified School District No. 273, and potential for re-assignment to another position.

In the event a staff member's position is being eliminated or reduced to part-time, he/she will be notified of the decision as early as possible, generally by May 1.

Any employee who has not been re-employed as a result of reduction of the staff shall be considered for re-employment if a vacancy exists for which the person would qualify.

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GCQA-R-2

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 an employee 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 employee after a period of one year from the date of nonrenewal.

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

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