

ADOPTED MARCH 25, 2002
REVISED MARCH 23, 2009
REVISED JUNE 28, 2010
REVISED FEBRUARY 27, 2012

Descriptor Term:
CLASSIFIED PERSONNEL REDUCTION IN FORCE

Descriptor Code:
7.4120

Legal References: G.S. 115C-47

Cross References:

With prior board approval, the Superintendent may terminate or reduce the term of employment of classified employees in order to reduce staff. In such circumstances, the following procedure shall apply:

1. The Superintendent shall first reduce staff through normal attrition.
2. The Superintendent shall recommend reductions in force to the Board based upon the following criteria:
 - a. job performance as indicated on evaluations and other documentation;
 - b. degrees, licenses, highly qualified status, areas of licensure, or other indices of an employee's potential to contribute to and progress in the school system;
 - c. dual employment status;
 - d. length of service in the same or related positions within this system as a whole;
 - e. other criteria determined to be relevant by the Superintendent.

The Superintendent shall use his/her discretion in weighing these factors with respect to each individual employee and position.

The Board shall approve, disapprove, or modify the Superintendent's recommendation for reduction in force of classified employees. All employees affected by the reduction shall be notified in writing of the Board's decision. Such notice shall include information regarding the opportunity for any employee terminated pursuant to this policy to submit his/her name for other positions as they become open. Such submission does not offer any guarantee of employment; however, a positive work experience with the school system shall be favorably reviewed in regard to any application for employment.