

Administrative Procedure 428

Human Resources

REDUCTION OF TEACHING POSITIONS

BACKGROUND

Circumstances may dictate the reduction of teaching positions.

PROCEDURES

1. The Superintendent will ensure that reduction selections are based on programming needs. The following factors may result in a change in programming needs:
 - 1.1 new and/or revised curriculum;
 - 1.2 shifts in student enrolment;
 - 1.3 financial restrictions;
 - 1.4 reduction or elimination of specific programs; or
 - 1.5 other circumstances current and projected.
2. The Superintendent shall first attempt to reduce teaching positions through attrition, leaves of absence, or change in employment status.
3. If further reduction is necessary, the Superintendent shall reduce teaching positions in accordance with Administrative Procedure 427- Teacher Transfers.
4. Finally, if further reduction is required, the Superintendent shall terminate contracts.
5. The selection of teaching personnel to be terminated will be limited to the campus where reduction is necessary, except in cases involving consolidation of student groupings from one campus to another, where personnel to be terminated will be selected from the pooled staff of the affected schools.
6. Other considerations, not ranked in order, may be:
 - 6.1 academic qualifications;
 - 6.2 relative performance; and
 - 6.3 seniority with the Charter Board.

Legal Reference: *School Act*
Cross Reference: Policy 9-Role of the Superintendent
Policy 12-Hearings on Teacher Matters
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