



Section: G: Personnel
Title: Reduction of Teaching Staff
Number: GBQA
Status: Active
Adopted: 1/16/1996
Revised: 8/2/2016; 7/18/2023

Unless otherwise provided in the negotiated agreement, if the board decides that the size of the teaching staff must be reduced, the following guidelines in the following rule or the negotiated agreement, if applicable, shall be followed.

Insofar as possible, reduction of staff shall be accomplished by attrition due to resignations and retirement. Following attrition, if additional reductions are required,

The following steps will be utilized by the district's administrative staff to begin the process of reducing the teaching staff in the event a reduction of greater than five percent of the certified teaching staff is required in a given year.

- The number of teaching positions to be reduced shall be in accordance with 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 in determining which teachers will be nonrenewed due to reduction in force.
- The educational goals and needs of the district, individual certifications, qualifications, training, skills, evaluations, and interests.

~~Seniority, degrees and/or hours, prior evaluations, and licensure/endorsements shall be considered to determine the order of reduction within the teaching staff. Additional information concerning~~

~~the factors and processes for selecting the teachers to be reduced are outlined in the negotiated agreement.~~

If all of the teachers in the area identified for reduction have similar certifications, qualifications, training, skills, evaluations and interests, the teacher(s) who best meets the needs of the district, considering the factors outline above and any other relevant factors, will be retained.

Any certified employee who has not been reemployed as a result of reduction of the teaching staff shall be considered for reemployment if a vacancy exists for which the teacher would qualify. Certified employees who may be eligible for reemployment 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 nonrenewal.