

REDUCTION IN INSTRUCTIONAL STAFF WORK FORCE

When the Wakefield School Board finds it necessary to reduce the number of certified full time and/or part time positions for reasons of declining enrollment, budget reduction, change in or consolidation of Board-authorized programs, or for any other reason determined necessary or desirable by the School Board, the following reduction in force policy will be implemented.

A. Notice

1. As soon as a reduction in force is seriously contemplated, the Superintendent of Schools shall notify the President of the teachers' association and all of the teachers in the specific classifications upon which it is contemplated a position will be eliminated.

For the purposes of the policy, classifications are as defined in the Collective Bargaining Agreement.

2. The School Board will accept any written presentations regarding the reduction in force from teachers' unions, individual teachers, or the public.

3. The decision to implement the reduction in force shall be made at the sole discretion of the School Board.

B. Procedures for Determining Reduction in Force will be designated by the Collective Bargaining Agreement

Mrs. Janet Gagnon, Chairperson
Mrs. Priscilla Colbath
Mrs. J. Lisbeth Olimpio
Mr. Fred Elliott
Mrs. Judith Nason

Adopted by the Board: 4 March 1982
Revised by the Board: 16 December 1992
Reaffirmed by the Board: 17 October 2002
Revised by the Board: 20 April 2011