

REDUCTION IN INSTRUCTIONAL STAFF WORK FORCE

In the event it becomes necessary to reduce the number of staff members, the school department will follow the procedure below:

1. Teachers without professional teacher status generally will be terminated first if there is a certified teacher with professional teacher status to fill the position; and
2. Should all teachers in the areas subject to reduction be fully certified, the Superintendent will review the performance of teachers without professional teacher status and make recommendations for termination without prejudice.

Prior to making a decision, the Superintendent must be sure that there are teachers who are qualified and certificated to perform all of the needed duties of the terminated teachers.

Personnel terminated for purposes of reduction in force may be considered for re-employment as vacancies occur in positions for which they are qualified in accordance with the Collective Bargaining Agreements. If recall is refused, the staff member's name will be dropped from the list.

The district will follow all of the requirements of the law in terminating teachers in order to reduce staff.

LEGAL REFS: M.G.L. 71:41; 71:42

CONTRACT REF: Collective Bargaining Agreements

Adoption: June 16, 2014

First reading 2014 revision: April 7, 2014

Second reading: June 2, 2014

Third Reading/Adoption: June 16, 2014

Proposed reconsideration: June 2019

Hull Public Schools