

Descriptor Term: LAY-OFF (Reduction-in-Force) CLASSIFIED PERSONNEL

Descriptor Code: GCKA

Rescinds: GCKA

Board Approved: 7/19/2010

Previously Approved: 6/26/2006

Reduction in work force may be required as a result of discontinuance or reorganization of programs or reorganization of programs or positions, reduction in student enrollments, reduction or impairment of financial resources, or such other situations or conditions as the Board of Trustees may judge to provide a reasonable basis to warrant a reduction-in-force. The Board will have the right and responsibility to reduce the number of classified personnel who are employed by the Gulfport School District for good and proper causes. The Superintendent will initiate a reduction-in-force by recommending an appropriate level of reduction to the Board. If the Board approves a reduction-in-force, the Superintendent will implement the reduction.

Nothing in this policy will be construed to award tenure to any classified employee or interfere with the usual and customary prerogatives and responsibilities of the Superintendent, and/or supervisors to recommend personnel who, in their judgment are the best qualified candidates for available assignments. The employee involved in such a lay-off will receive seventy two (72) hours notice in writing prior to any lay-off, and a copy will be given to his/her supervisor.

Personnel who lose employment because of a reduction-in-force will have no special rights or privileges to re-employment. Their applications for later vacant positions will receive the same consideration given to all other applicants.