

Descriptor Term: LAY-OFF (Reduction in Work Force) Certified Personnel

Descriptor Code: GBKA

Rescinds: GBKA/CGL

Board Approved: 6/26/2006

Previously Approved: 2/14/2005

The Board of Trustees will have the right and responsibility to reduce the number of certified personnel whose assignments require certification and/or specialized training or experience as sanctioned or required by the State Board of Education and who are employed by the Gulfport School District for good and proper causes. Reduction in work force may be required as a result of discontinuance 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 may judge to provide a reasonable basis to warrant a reduction-in-force.

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 through non-renewal of employment contracts or other appropriate measures. In the event that a recommendation is made by the District not to offer an employee a renewal contract for a successive year, written notice of the proposed non-reemployment, stating the reasons for the proposed non-reemployment, will be given no later than the following: (a) If the employee is a principal, the Superintendent, without further Board action, will give notice of non-reemployment on or before March 1; or (b) If the employee is a teacher, administrator, or other certified professional educator covered under Sections 37-9-101 through 37-9-113, the Superintendent, without further board action, shall give notice of non-reemployment on or before April 15.

Nothing in this policy will be construed to award tenure to any professional employee or interfere with the usual and customary prerogatives and responsibilities of the Superintendent, principals and other supervisors to recommend personnel who, in their judgment, are the best qualified candidates for available assignments.

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 applications.