

**ORANGE COUNTY  
BOARD OF EDUCATION  
AGENDA ITEM ABSTRACT**

**Meeting Date:** March 7, 2011

**AGENDA  
ITEM No.** 11-03-14

**ACTION ITEM: (Y/N)** Y

**SUBJECT:** Classified Reduction In Force Policy # 7921 Revised – 1st Reading Approval

**INFO. CONTACT** Ms. Marcie Holland **PHONE:** 919-732-8126

**ATTACHMENT:** 1. Classified Personnel Reduction Policy #7921.

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**PURPOSE:** To revise the Classified Personnel Reduction Policy #7921.

**BACKGROUND:** The recommended revision to policy # 7921 is being provided for first reading, discussion, and approval. The revision expands the criteria for consideration when considering the need for a reduction in force of classified personnel. Specifically, it permits the reduction or elimination of a specific program's budget to be considered.

The revised policy has been reviewed by counsel.

**FINANCIAL IMPACT:** None.

**RECOMMENDATION:** The Superintendent recommends the Board of Education approve the revised Classified Personnel Reduction Policy #7921 first reading approval.

**CLASSIFIED PERSONNEL  
REDUCTION IN FORCE**

Date Approved: 04/19/2004

Policy Number: 7921

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Rescinds Policy Number:

Issued: 10/02/1996

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The superintendent with prior Board approval may terminate or reduce the term of employment of classified employees in order to reduce staff. In such circumstances, the following procedure will apply:

1. The superintendent will first reduce staff through normal attrition.
2. The superintendent will recommend reductions in force to the Board based upon the following criteria:
  - a. job performance as indicated on formal evaluations and other documentation;
  - b. degrees, licenses or other indexes of an employee's potential to contribute and progress in the school district;
  - c. seniority in the same or related positions within the district as a whole;
  - d. other criteria determined to be relevant by the superintendent.

The superintendent will use his or her discretion in weighing these factors; however, proven job performance will be the most significant factor.

**The superintendent is authorized to limit or narrow the scope of any reduction in force to those employees who work in the school, facility, program or department subject to the reduction in positions.**

The Board will approve, disapprove or modify the superintendent's recommendation for reduction in force. All employees affected by the reduction will be notified in writing of the Board's decision. Such notice will include information regarding the opportunity for any employee terminated pursuant to this policy to submit his or her name for other positions as they become open. Such submission does not offer any guarantee of employment; however, a positive work experience with the school district will be favorably reviewed in regard to any application for employment.

Legal Reference: G.S. 115C-47