

## Personnel -- Non-Certified

### Personnel Reduction in Force (RIF)

The Board of Education may reduce the number of support staff personnel employed, because of reduced enrollment within the district, lack of funds, elimination or reduction of a special program, school closing, or for other reasons.

When a reduction in force (RIF) plan is not included in negotiated agreements with support personnel, this policy for selecting employees to be laid off, with consideration of seniority, needs of the schools and quality and effectiveness of the individuals, will govern reductions in force.

1. Normal attrition will be first explored to ascertain the need for reduction, if any, and the specific positions at issue.
2. The Board of Education will then reduce the force of support staff by taking the following three criteria into consideration:
  - a. Continuous service to the New London Public Schools,
  - b. Special skills required and needs of the school district as recommended by the Superintendent of Schools and approved by the Board of Education, and
  - c. The quality and effectiveness of the individual(s) based upon evaluation.
3. Whenever possible, in the determination of the Superintendent, personnel dismissed under this policy will be reassigned to comparable or alternate positions within the district.
4. If a support staff member is part of a bargaining unit whose contract contains a reduction in staff clause, that clause will supersede this policy.

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NEW LONDON PUBLIC SCHOOLS

New London, Connecticut