

Provision:	Article IV, Section 27	Title:	Layoff and Recall Procedures
Presentation:	Second (First 5/16/24)	Date:	5/23/2024

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District Proposed (Second 5/23/2024):

Section 27 Layoff and Recall Procedures

Prior to the implementation of a layoff, the District agrees to meet and confer with the Association regarding the rationale for reduction in force and to explore alternatives jointly. The District agrees to make a good faith effort to consider all sources available prior to laying off employees, while maintaining final authority.

In the event of financial emergency such as loss of local school levy, decrease in school enrollment, or other serious revenue loss, which necessitates reduction of program and corresponding reduction of staff, the following principles and procedures will be applied:

1. The professional integrity of all certificated staff members who are released from contract status because of District financial emergency will be protected.
2. Such release of certificated staff members from contract status will not reflect in any way on their professional competency or ethics.
3. The Board on or before April 15th, acting on the advice of the Superintendent concerning the financial resources of the District will determine the extent of the modified program of educational services to be provided for the ensuing school year and the positions to be eliminated.

The term "layoff" as used herein refers to action by the Board reducing the number of teachers in the District due to economic reasons only; it does not refer to decisions to discharge or non-renew an individual teacher for cause. Further, the term "layoff" does not include the nonrenewal of provisional employees regardless of the reason for nonrenewal.

Meredith Lemelin

6/13/24

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