

<b>Descriptor Code and Policy Title</b>	GBKA – Professional Personnel Lay-Off
<b>HCS Team Recommendation and Rationale</b>	Retain with revision The language of the policy was revised to provide more clarity.

## **REDUCTION IN FORCE**

A critical function of the Henry County Board of Education is to employ the personnel needed to accomplish the mission of the school district, while also managing limited resources in a responsible and cost-efficient manner. Accordingly, it shall be the prerogative of the Henry County Board of Education to abolish job positions, to reduce the length of the work year and the salary of certificated or non-certificated personnel, and/or to reduce the number of employees in order to effectively address programmatic or financial needs.

### **A. BASIS FOR REDUCTION IN FORCE (RIF)**

The Board recognizes that a reduction in force may be necessary due to the following conditions:

1. Changes in the size or nature of the student population
2. Changes in the state or local curriculum
3. Budgetary limitations, financial practices, or financial conditions
4. Reorganization for the purpose of achieving efficiency or effectiveness
5. Legal mandates and/or judicial orders
6. State and/or accreditation standards

### **B. REDUCTION IN FORCE PLAN**

In the event it becomes necessary for the Henry County Board of Education to reduce the number of personnel, it will be the Superintendent's responsibility to prepare a reduction in force plan for Board approval and action. In developing such a plan the Superintendent shall make every effort to ensure that a reduction in force does not reduce the overall quality of the district's instructional program.

In proposing the plan, the Superintendent may: (1) determine the group(s) of employees to which the RIF will be applied, (2) select individuals or positions to be subject to the RIF, or (3) any combination of (1) and (2).

~~The primary factor to be considered by the Superintendent in devising a RIF plan shall be the performance of the educator, one measure of which may be student academic performance; provided, however, that this provision shall not apply if the Board eliminates an entire program.~~

~~Other~~ factors to be considered in devising a reduction in force plan ~~may shall~~ include, but are not limited to, professional expertise, effectiveness, professionalism, performance of duties and responsibilities, relationship with students, parents and staff, tenure status, level of certification, fields of certification, length of continuous service with the Board, number of successful years in public education, and performance of extra responsibilities.

### **C. EMPLOYEE NOTICE AND RIGHTS**

Employees to be terminated or demoted due to a reduction in force shall be notified in writing.

Nothing in this policy shall be construed to extend to any professional personnel a right to employment or re-employment, any contractual or property rights whatsoever, or the expectation of re-employment or due process rights other than those available to such employees under state law; nor is this policy to be construed to mandate the promotion or transfer of an employee to a position of higher rank, authority or compensation or other position, even though the employee who is to be terminated or non-renewed may be qualified or certified for a higher or other position.

Nothing in this policy shall be construed to abrogate or diminish the Board of Education's authority to place any employee in any position deemed appropriate within the school system, in the Board's sole discretion, or to assign to any employee any such job duties and/or responsibilities as the Board deems appropriate.