BP-4117.3

PERSONNEL REDUCTION

The School Board may determine that a reduction in certificated personnel is necessary due to declining enrollment or due to a reduction in the district's basic need in an amount established by law.

The Board shall authorize the Superintendent or designee to lay off employees in accordance with law, district procedures, and any applicable collective bargaining provisions.

Prior to layoff of any tenured teacher, the Board shall adopt a layoff plan in consultation with legal counsel. The plan will identify academic and other programs the district will maintain in implementing the plan. The plan will also include procedures for layoff and recall of tenured teachers.

Any tenured teacher laid off pursuant to the Board's layoff plan is entitled to a hiring preference for three years following the layoff. The hiring preference applies to vacant teaching positions for which the teacher is qualified. A teacher who declines an offer of employment from the district will lose the hiring preference unless the teacher is contractually bound to teach elsewhere.

Legal References:

ALASKA STATUES
14.20.140 Notification of non-retention
14.20.145 Automatic re-employment
14.20.175 Non-retention
14.20.177 Reductions in force
14.20.180 Procedure and hearing upon notice of dismissal or non-retention
14.20.215 Definitions
23.40.070 Declaration of Policy (PERA)

ALASKA ADMINISTRATIVE CODE
4 AAC 18.010 Teachers and administrator's contracts

Adopted in Consultation with Legal Counsel:	July 7, 2010
Reviewed:	October 15, 2012
Revised:	April 12, 2018
Revised:	November 18, 2024