

SALEM SCHOOL DISTRICT
Salem, Connecticut

PERSONNEL – CERTIFIED

PERSONNEL REDUCTION IN FORCE (RIF)

The Board of Education may reduce the number of certified personnel employed because of reduced enrollment within the District, lack of funds, elimination of a program, or for other reasons.

When a reduction in force (RIF) plan is not included in any negotiated agreements with certified personnel, this policy for selecting staff members to be released, with consideration of seniority, needs of the schools and quality and effectiveness of the employees involved, will govern reductions in force.

If a certified staff member has attained tenure status, the contract of employment may be terminated if the position is eliminated, but only if there is no other position for which that individual is qualified available in the School District as determined in the sole discretion of the Superintendent. "Position available" shall include any position in the certified staff member's job category (i.e., another Principal's position) for which said individual is qualified and is currently held by another certified staff member who is less senior, along with any right contained in any applicable collective bargaining agreement (i.e., the teachers' unit) to bump into a position in another bargaining unit.

The following criteria will be used by the Superintendent in his/her discretion to select those employees who are to be considered for termination within the broad tenure and certification categories established above:

1. Areas of certification.
2. Experience in other positions, which may be available.
3. Degree status.
4. Total years experience.
5. Total years of experience in the School District.
6. Qualifications and ability as determined by an objective evaluation of the individual's performance by the Superintendent.
7. Needs of the School District, including, but not limited to, needs related to the facilities and programs of the School District.

When the Board of Education considers termination of the contract, it shall authorize the Superintendent to notify the certified employee/teacher in writing that the termination of his/her contract is under consideration. The notification and any subsequent proceedings related to termination will be in accordance with the provisions of the Conn. Gen. Stat. §10-151.

Recall Procedure/Reemployment

Unless otherwise provided in any relevant collective bargaining agreement, there shall be no right to recall or offer reemployment if the contract of employment of an individual is terminated.

Legal Reference: CT Gen. Statutes: 10-151 Employment of Teachers. Notice and hearing on termination of contract.

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Revised Policy Adopted: January 20, 2009

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