

# CURRENT

REDUCTION IN FORCE

FILE: GCPA-R

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## Section 1—General Grounds for Reduction in Force

~~The Superintendent shall begin reduction in force proceedings when, because of a program change, district reorganization, decreased enrollment, or decreased funding, the Board's contractual obligations to one or more teachers (definition c) cannot be further met.~~

~~Prior to the initiation of statutory proceedings, the Superintendent shall, based on information available to the Board and the Superintendent, notify any teachers who may be directly affected. Teachers may provide, through their school principal, recommendations to the Superintendent relative to the matters addressed in the communication.~~

## Section 2—Criteria

~~Once all possible adjustments due to the termination of employment of initially certified personnel, non-renewal of probationary teachers, non-emergency dismissal of career teachers, resignations, transfers, contractual expirations, promotions, and retirements have been made, the following order shall be used in determining reduction in force with the exception of certification areas which are in immediate demand in Transylvania County as determined by the Superintendent.~~

~~———— First — Probationary Teachers~~

~~———— Second — Career Teachers~~

~~The Superintendent shall first apply definition (g), then the Superintendent/designee, in collaboration with a committee consisting of a principal and a supervisor/director elected by the Transylvania County Association of School Administrators, shall apply the following Point Scale (A) and Additional Considerations (B) to the extent necessary in determining his actions for reduction in force.~~

~~—— A. Point Scale~~

~~(1) Aggregate service in the Transylvania County Schools~~

~~—— 0.2 point/month with a maximum of 2.0/year~~

~~(2) Aggregate service in the Transylvania County Schools during the immediate past 10 years in the area(s) of projected assignment~~

~~0.1 point/area/month with a maximum of 1.0 point/year~~

~~—— (3) A performance total will be derived from the Summative Evaluation(s) in the following manner:~~

~~———— (a) Point Value~~

~~———— Superior 2.5~~

~~———— Well Above Standard 2.0~~

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- ~~———— Above Standard 1.5~~
- ~~———— Standard 1.0~~
- ~~———— Below Standard 0~~
- ~~———— Unsatisfactory 0~~

~~———— (b) Calculation of the total~~

~~———— 1987-88 Total points accumulated on the Summative Evaluation in 1987-88.~~

~~—— 1988-89 The average of the total points accumulated on the Summative Evaluation in 1987-88 and in 1988-89.~~

~~———— 1989-90 and subsequent years. The average of the total points accumulated on the Summative Evaluation in the three most recent years.~~

~~—— B. Additional Considerations~~

~~———— These considerations shall be applied in the following order:~~

~~(1) Any teacher holding or transferring into a position with special and additional contracted duties beyond the regular teacher school day, week, month, and/or year must receive the recommendation of the Superintendent.~~

~~(2) The reduction in force policy and regulations shall be applied to the teacher(s) with the least number of points (Point Scale 1-3) in the area(s) being reduced. Such teacher(s) shall be offered a transfer to another existing position for which the teacher is certified if the teacher holding that position has fewer points and the teacher being transferred meets the requirements of considerations (3)(a).~~

~~(3) (a) Any teacher choosing to transfer into an area in which he/she is certified to teach but has not taught, shall fulfill any requirements of the Superintendent or his designee in completing certification renewal units.~~

~~(b) Any teacher being transferred into an area for which he/she is certified but has not taught, shall not be required to take additional courses/workshops as a result of the transfer.~~

~~(4) When points and considerations result in teachers with equal status in the RIF system, the contract of the teacher with the lowest class of certification according to the North Carolina Division of Certification shall be terminated.~~

~~(5) When points and considerations result in teachers with equal status in the RIF system, the contract of the teacher with certification in the least number of areas (definition j) shall be terminated.~~

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## Section 3—Impact Review

~~The Superintendent shall submit to the Board an annual reduction in force impact review. This report shall be provided no later than the first meeting in May.~~

APPROVED BY BOARD  
AND EFFECTIVE 3/9/82  
REVISED 4/25/88