

CURRENT

REDUCTION IN FORCE

FILE: GCPA

The Transylvania County Board of Education recognizes and accepts the provisions of GS 115C-325 as they apply to the employment and dismissal of teachers. The Board agrees that the Superintendent and the Board are to follow these provisions as they apply to personnel matters which are spoken to in this section of the statute. The Board further agrees that, in addition to the referenced statutory procedures, Section 2 of Regulation GCPA-R of this local RIF policy shall apply to reduction in force caused by a justifiable decrease in the number of positions due to district reorganization, decreased enrollment, decreased funding or program change.

This RIF policy is intended to be in harmony with the superintendent's authority as noted in the General Statutes and delegated by Board agreement and policy.

Definitions:

(a) "RIF" means Reduction in Force resulting in termination of employment.

(b) "Termination" means the cessation of employment of a teacher at any time during a tenured or probationary contract for reasons of program change in addition to those noted in GS 115C-325(e)(1)1.

(c) "Teacher" means a person who holds at least a current, not expired, Class A certificate or a regular, not provisional or expired, vocational certificate issued by the State Department of Public Instruction; whose major responsibility is to teach or directly supervise teaching or who is classified by the State Board of Education or is paid as a classroom teacher; and who is employed to fill a full time, permanent position.

(d) "Interim Teacher" means a teacher under probationary contract who is filling a temporary teaching position or a regular teaching position on a temporary basis.

(e) "Probationary Teacher" means a teacher under probationary contract who is filling a regular teaching position for a specified time which neither begins prior to nor extends beyond a fiscal year (July 1-June 30).

(f) "Career Teacher" means a teacher who has completed three consecutive years (120 days = 1 year) of probationary service and who is appointed to and begins a fourth year of employment. A career teacher who changes to part time employment reverts to probationary status. Former career teachers who either resigned or changed to part time status shall, following a return to employment on a full time basis within five years, be considered for career status no later than the beginning of the second half of the school year.

(g) "Certified" means a teacher's immediate eligibility to hold at least a current, not expired, Class A certificate or a regular, not provisional or expired, vocational certificate issued by the North Carolina Department of Public Instruction that indicates one or more areas in which the teacher is certified to teach.

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~~(h) "Program Change" means any elimination, curtailment, or reorganization of a curriculum offering, teaching position, program or school operation that is unrelated to decreased funding or decreased enrollment.~~

~~(i) "Day" means any day except Saturday, Sunday, or a legal holiday. In computing any period of time, the day in which notice is received is not counted, but the last day of the period so computed is to be counted.~~

~~(j) "Area" means certificate area as described on the North Carolina Teacher's Certificate issued by the North Carolina Department of Public Instruction.~~

~~(k) "Aggregate Service" means the compilation of all service on a month for month basis as a teacher in the Transylvania County Schools. In making a compilation of aggregate service, two months of half time service is equated to one month of full time service.~~

APPROVED BY BOARD
AND EFFECTIVE 3/9/82
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