

1 With prior ~~board~~ approval from the Transylvania County Board of Education (the “board”), the
2 superintendent may terminate or reduce the term of employment of classified employees in order
3 to reduce staff. In such circumstances, the following procedure will apply:
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- 5 1. The superintendent shall first reduce staff through normal attrition.
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- 7 2. The superintendent shall recommend reductions in force to the board based upon the
8 following criteria:
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 - 10 a. job performance as indicated on formal evaluations and other documentation;
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 - 12 b. degrees, licenses, or other indications of an employee’s potential to contribute and
13 progress in the school system;
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 - 15 c. seniority in the same or related positions within the system as a whole;
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 - 17 d. other criteria determined to be relevant by the superintendent.
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19 The superintendent shall use his or her discretion in weighing these factors; however,
20 proven job performance will be the most significant factor.
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22 The board will approve, disapprove, or modify the superintendent’s recommendation for
23 reduction in force. All employees affected by the reduction will be notified in writing of the
24 board’s decision. Such notice must include information regarding the opportunity for any
25 employee terminated pursuant to this policy to submit his or her name for other positions as they
26 become open. Such submission does not offer any guarantee of employment; however, a
27 positive work experience with the school system will be favorably reviewed in regard to any
28 application for employment.
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30 Legal References: G.S. 115C-47
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32 Cross References:
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34 Adopted:
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