

POLICY

Board of Education Bernards Township

File Code: 3146

REDUCTION OF TENURED PROFESSIONAL STAFF

It is the responsibility of the Board to provide the staff necessary for the efficient and economical implementation of the educational program of the District.

The Board reserves the right to abolish positions in the District and to reduce staff commensurately whenever reasons of economy, reorganization of the school district, reduction in the number of pupils or other good cause warrant such action. In all cases, statutes and the rules of the State Board shall govern the transfer and dismissal of employees affected by the abolishment of positions. Effective September 1, 1983, the Board shall follow the new standards for determining seniority as detailed in the revised N.J.A.C. 6:3-5.1.

The Chief School Administrator shall develop rules for the reduction of staff which conform with statute, rules of the State Board and applicable case law and which ensure the following:

1. The efficiency and effectiveness of District organization and staffing patterns shall be under continuing review and recommendations for eliminating or creating positions shall be presented for Board consideration. In addition, the Chief School Administrator may reallocate duties and positions when such action is considered to be in the best interest of the District.
2. No professional person shall be employed by the Board to perform duties for which he/she is not properly certified.
3. Data necessary for the computation of the seniority status of such professional administrative teaching staff member, educational services teaching staff member and instructional teaching staff member shall be promptly and accurately recorded and maintained.
4. Standards shall be established for the retention of one tenured professional teaching staff member out of a group of two or more who are equally qualified for and possess identical seniority rights to the same current tenurable position and category, where in order to effect a reduction in force, the others must be terminated or transferred to other positions.

N.J.A.C. 6A:32-5.1

ADOPTED: March 27, 2006