

C-250 STAFF RELEASE - RIF

The ECCEC Board shall have the sole right to determine the necessity for and scope limited to; lack of funds, uncertainty of funds, declining enrollment, or other reasons of necessity. This determination shall not be arbitrary or capricious.

If a decision is made to reduce the professional teaching staff, any teacher affected thereby shall be given such notice as may be required by law.

The selection of the teacher(s) to be nonrenewed because of reduction-in-force shall be made in accordance with the following criteria:

1. Attrition, including retirements and resignations, shall be relied on to the extent possible.
2. When attrition is no sufficient and there is the necessity for a reduction in force, then the policy of the East Central Board shall be to retain those teachers with the greatest adaptability to meet the present and future staffing and education needs of the Special Education Unit.
3. When two teachers within the same area of certification are deemed to be of equal adaptability to meet the present and future staffing needs of the Special Education unit, then the teacher with superior academic and professional preparation, beyond minimum certification requirements in his or her teaching field, shall be retained.
4. When two teachers are deemed to be of equal adaptability and have equal academic and professional preparation within their teaching fields, then the teacher who has taught in this Special Education Unit for the greater period of time (based on full time equivalency) shall be retained.

Any teacher who is nonrenewed under the provisions of this policy may request and shall be given consideration for teaching vacancies for which said teacher is qualified and which occur within nine (9) months after receipt of written notice of the nonrenewal decision. It shall be the sole responsibility of said teacher to provide the Special Education Unit with a current address. Any teacher who is offered re-employment hereunder and fails to accept the same within two (2) business days unless otherwise approved by the director, after it is offered shall be deemed to have rejected said offer.

End of East Central Center for Exceptional Children Amended Policy C-250..... Adopted: 6.17.24

First Reading: 5.14.24

Second Reading: 6.17-24