

GCQB

REDUCTION IN CERTIFIED STAFF

The following reduction-in-force provisions will be implemented when the Board finds it necessary to reduce the number of certified positions. These provisions will apply to both full-time and part-time certified positions.

The board may reduce certified positions due to declining enrollment, budget reductions, changes in or consolidation of Board-authorized programs, or any other reason determined by the Board to be necessary or desirable.

Notice

As soon as the Board determines that a reduction in force is necessary, the Superintendent shall notify the President of the Rochester Federation of Teachers Union of the Board's determination.

Factors for Determining Reduction in Force

1. In identifying which teacher(s) to release, the Superintendent will consider the following factors: certification, academic credentials, job performance after review of the Summative Evaluation, and experience in certified area and/or job classification, and overall effectiveness. If all of the factors are equal, then seniority will be considered in making a final determination. However, no reduction in force will be based solely on seniority. Seniority is defined as the total number of years continuously employed in the District.
2. The District may choose not to retain a teacher, regardless of seniority, who has been placed on an improvement plan and has failed to demonstrate meaningful progress on his/her improvement plan in accordance with the Rochester School District Evaluation Plan.
3. This reduction-in-force procedure is the only procedure that may be used in a reduction-in-force. No other personnel action, other than a reduction in force, may be considered under this policy.

Legal References:

RSA 189:14-a, Failure to be Renominated or Reelected

Adopted: June 12, 2014