

NON-CERTIFIED/CLASSIFIED PERSONNEL REDUCTION

The Avery County Board of Education recognizes that under some conditions it may be necessary to reduce the number of nonprofessional (non-certified/classified) employed to assist the Board in meeting its goals and objectives. These conditions could result from such situations as district reorganization, decreased enrollment, and decreased funding.

The superintendent with prior board approval may terminate or reduce the term of employment of non-certified/classified employees in order to reduce staff. In such circumstances, the following procedure will apply:

1. The primary consideration for termination or the term of employment shall be the maintenance of a sound and balanced educational program that is consistent with the functions and responsibilities of the school system. When possible, staff reduction will be accomplished through normal attrition, resignations, retirements, and voluntary transfers.
2. When staff reduction cannot be accomplished in the above manner a reduction in force may occur. The superintendent will recommend reductions in force to the board based upon the following criteria:
 - a. job performance as indicated on formal evaluations and other documentation;
 - b. degrees, licenses or other indicators of an employee's potential to contribute and progress in the school district;
 - c. seniority in the same positions within the district as a whole;
 - d. other criteria determined to be relevant by the superintendent.

The superintendent, in making the final recommendation to the Board of Education, will use his or her discretion in weighing these factors.

The board will approve, disapprove or modify the superintendent's recommendation for reduction in force. All employees affected by the reduction will be notified in writing of the board's decision. Such notice will include information regarding the opportunity for any employee terminated pursuant to this policy to submit his or her name for other positions as they become open. Such submission does not offer any guarantee of employment; however, every consideration will be given for appropriate reemployment.

Legal References: G.S. 115C-47

Adopted: 02/04/02