REDUCTION IN STAFF

I. Administrative Personnel

If a reduction in administrative personnel who are on Continuing/Professional Service Contract is necessary, the Board shall consider the following characteristics of the individual: educational qualifications, efficiency, compatibility, character, and capacity to meet the educational needs of the community.

II. Instructional Personnel

If workforce reduction is needed, the Board must retain employees at a school or in the School District based upon educational program needs and the performance evaluations of employees within the affected program areas. Within the program areas requiring reduction, the employee with the lowest performance evaluations must be the first to be released; the employee with the next lowest performance evaluations must be the second to be released; and reductions must continue in like manner until the needed number of reductions has occurred. The Board may not prioritize retention of employees based on seniority.

III. Bargaining Unit Employees

Employees in bargaining units refer to negotiated agreements.

If workforce reduction is needed, the Board must retain employees at a school or in the School District based upon educational program needs and the performance evaluations of employees within the affected program areas.

To the extent that support staff member are directly involved in classroom instruction of students, in those program areas requiring reduction, the employee with the lowest performance evaluations must be the first to be released; the employee with the next lowest performance evaluations must be the second to be released; and reductions must continue in like manner until the needed number of reductions has occurred. The Board may not prioritize retention of these employees based on seniority.

F.S. 1012.33

Revised 12/13/11

© NEOLA 2011