

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GCQA-R
Date of Adoption: September 12, 1979 Code and Title Change: May 2, 2012 Reviewed School Board First Read: November 7, 2012 School Board Second Read/Adoption: November 14, 2012 Policy Committee Review/Negotiated Agreement: April 19, 2017	Previously: GCPA Page 1 of 2 Category: Recommended

REDUCTION IN FORCE

In the event that the Oyster River Cooperative District finds it necessary to reduce the number of teachers due to reasons of declining enrollment, program elimination or reduction, financial exigency or the consolidations or elimination of positions, such reduction in force will be made in accordance with the following procedures:

1. The decision to implement a reduction in force in a certification area will be made at the discretion of the Board after all information is received and carefully reviewed.
2. In the case of a Reduction in Force, the Board will make every reasonable effort to minimize the effect of the reduction in force. The Board will first examine if it can be accomplished through attrition (retirements, resignations.)
3. Teachers on a Performance Improvement Plan will be reduced first.
4. Teachers who have not attained continuing contract status in the District will be reduced second.
5. If the need for additional professionals to be reduced remains, the Board shall then retain those professionals that not only have proper certification, but who have relevant teaching experience as well as evidence of involvement in the District and shall consider the following points in total. In the case that two professionals have an equal number of points, seniority will prevail:

District Years Teaching in the Impact Area						Points
<u>1-4 years</u>	<u>5-9 years</u>	<u>10-14 years</u>	<u>15-19 years</u>	<u>20-24 years</u>	<u>25+ years</u>	
1	2	3	4	5	6	Max 6 points
Track/Degree Status						
<u>RN</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>	<u>CAGS/2MA/PHD</u>	
1	1	1.5	2	2.5	3	Max 3 points
Professional Responsibility						
1 point for each approved District committee participated on within the past three years to a maximum of three.						Max 3 points
Seniority						
<u>1-5 years</u>	<u>6-10 years</u>	<u>11-15 years</u>	<u>16-20 years</u>	<u>21-25 years</u>	<u>26+ years</u>	
1	2	3	4	5	6	Max 6 points
Years of Documented Teaching in the Impact Area Outside of the ORCSD						
<u>1-5 years</u>	<u>6-10 years</u>	<u>11-15 years</u>	<u>16-20 years</u>	<u>21-25 years</u>	<u>26+ years</u>	
0.5	1	1.5	2	2.5	3	Max 3 points
TOTAL						21 Points

Impact Area includes professionals in all buildings within the classification of K-5, 6-8 and 9-12.

Years in District Teaching in the Impact Area are the number of years teaching in the Oyster River School District in the Impact Area.

Track/Degree Status is the track the employee is currently being compensated on.

Seniority is the number of years working in the Oyster River School District.

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Years Teaching Outside of the ORCSD are the number of years documented in an employee's personnel file that have been taught in the Impact Area in another school district.

The right to replace a less senior teacher in another Impact Area may only occur if the teacher has taught at Oyster River within the Impact Area in the past three years and the total number of points earned is equal to or greater than the least senior teacher in the Impact Area.

Re-Employment: Teachers so reduced will be re-employed in the inverse order in which they were reduced. Teachers will be placed on a re-employment list for two (2) years.

Certification areas for the purpose of a Reduction in Force are:

- Elementary K-5
- Middle School 6-8 within individual certification areas (Math, Science, etc.)
- High School 9-12 within individual certification areas (Math, Science, etc.)
- Counseling Staff K-12
- Nursing Staff K-12
- Special Education Staff K-12
- Art K-12
- Music K-12
- Physical Education K-12
- Reading Specialist K-12
- Media Specialist/Librarian K-12

Cross Reference:

GCQA – Reduction in Work Force