

STAFF REDUCTION – SCHOOL LEVEL

Background

Staff reductions may be necessary because of enrolment decline or program reductions at the school level.

Procedures

1. The Principal, in consultation with the Superintendent of Education shall apply the staffing formula and program guidelines approved by the Board to their respective school, to determine the assignments (positions), as designated in Section 87 and 175 of the Education Act, and Division Administrative Procedure 403 – Assignments of Staff, which best serve the needs of the school and its students.
2. Variables to be considered in this analysis would include: (not listed in order of priority)
 - 2.1 Training;
 - 2.2 Experience;
 - 2.3 Special skills or competencies;
 - 2.4 Qualities that meet unique and particular needs of the community/school;
 - 2.5 Qualities that enhance school-based and Division core goals.
3. Staff whose positions are redundant to the school will be assigned to other positions in the Division in accordance with legislation.

Reference: Section 85, 87, 108, 109, 175, 210, 213, 215, 216 Education Ac