

STAFF REDUCTION – DIVISION LEVEL

Background

Students are entitled to the best instructional and other school services possible. Therefore, the schools are to be staffed with teachers of the best quality available. The mandate of the Division includes provision of services which are sensitive to the educational needs and interests of its students. Its ability to provide such services may be constrained from time to time due to unforeseen circumstances. The Division may find it necessary to reduce the number of teaching staff or to change the type of available teaching assignments. These circumstances may include, but are not limited to:

- Student enrolment, both current and projected;
- Student educational needs;
- Provincial and/or local financial support for education;
- New and/or revised curricula;
- Program reduction.

Should changes in one (1) or more of the above noted areas be, in the opinion of the Board, of sufficient significance, the Board may deem a reduction in the number of teaching staff full-time equivalents or a change in the type of available teaching assignments to be necessary. It is the policy of the Board to effect the reduction or change in a manner which considers the educational interests of students to be of paramount importance.

Procedures

Where staff reduction becomes necessary at the system level, the Division will apply the following priorities to determine which teachers will be retained on the teaching staff, in the order in which they appear:

1. Preference will be given to qualified teachers on staff who have the greatest specialization, academic and professional qualifications for the position that is available. Summative teacher evaluation reports may also be reviewed as priority criteria.
2. Selection of teachers or staff for available positions will be determined in the following priority:
 - 2.1 Teachers who have tenure with the Division and have served the greatest number of years in the jurisdiction would have the highest priority;
 - 2.2 Teachers with tenure status who have the greatest number of years of service;
 - 2.3 Non-tenured teachers with regular teaching certificates;
 - 2.4 Teachers with provisional certificates.