

REDUCTION-IN-FORCE

Recognizing that it may become necessary to reduce staff positions, the Board shall provide a fair and equitable process for Reduction-In-Force in accordance with the provisions of the School Laws of West Virginia, §§ 18A-4-7a, 18a-4-8b, and 18a-2-2 and West Virginia Board of Education Policy 5000.

When a reduction-in-force is necessary, the Superintendent shall make such recommendations to the Board, on or before the first day of March of the current year in accordance with West Virginia Code 18A-4-7 and West Virginia Board of Education Policy 5000. Nothing shall prevent the Board from eliminating a position due to lack of need.

All decisions concerning reduction-in-force shall be determined on the basis of seniority. If two or more professional employees accumulate identical seniority, priority shall be determined by random selection. The affected employees shall participate in a drawing of their names. The first name drawn shall have the greatest seniority, then the second name drawn, etc. The last name drawn shall be determined to have the least seniority. The Director of Human Resources or his or her designee will coordinate and oversee the random selection process.

When two or more principals have accumulated identical seniority, decisions or reductions-in-force shall be based on qualifications.

The Board of Education has established the following priorities, when personnel reductions are necessary:

Educational Priorities

1. Direct classroom instruction shall be the highest priority.
2. Emphasis at the primary (1-3) grades must be placed on mastery of adopted standards in English / Language Arts and Mathematics.
3. Major emphasis at the middle school and high school level must be placed on maintenance of core academic subjects.

Education Criteria

1. Decisions must be based on efficiency and effectiveness.
2. Instructional priorities must be viewed in light of:
 - State Standards for Accreditation
 - Policy 2510

- WV Regulations for the Education of Exceptional Students (Policy 2419)
- Federal and State Legislation
- Student health and safety factors

More specific information can be found in the Tyler County Administrative Procedures Manual.

REFERENCE: West Virginia Code 18A-4-7a, 18A-4-8b, 18A-2-2, West Virginia Board of Education Policy 5000

DATE: 10/1/18, 3/02/15, 4/2/07, 3/4/96