

Williamson County Board of Education

**Adopted Date:**

11/19/01
Editorial 6/5/14; Rev.
9/19/16

5.116

REDUCTION IN STAFF
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1 When it becomes necessary to reduce the number of positions in the system because of a
2 decrease in enrollment or for other good reasons, the Superintendent of Schools shall abolish the
3 positions and dismiss such employees as may be necessary.
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5 **PROFESSIONAL PERSONNEL**

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7 Reductions in staff will be made according to which have the least detrimental effect on children. In
8 general, this objective dictates a staff reduction policy which:

- 9 1. Retains the most effective teachers;
- 10 2. Avoids undue increases in class size; and
- 11 3. Provides consideration for the exceptional teacher without exclusive emphasis on
12 seniority.
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15 The elimination of a position does not necessarily mean the teacher occupying the position will be
16 dismissed. When a teacher is released, the decision will be based on a composite of the following
17 criteria:

- 18 1. Effectiveness in teaching and in related professional responsibilities evidenced by
19 teacher evaluation;
- 20 2. Adaptability to other assignments (academic and extracurricular)
- 21 3. Evidence of professional growth as well as specialized or advanced training;
- 22 4. Previous history of grade levels and subject areas taught; and
- 23 5. Type, length and quality of service made to the teaching profession and the school
24 system.
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27 **REDUCTION IN STAFF – *Tenured***

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29 A tenured teacher who has been dismissed because of abolition of position shall be placed on a
30 preferred list for reemployment in the first vacancy the teacher is qualified by training and
31 experience to fill. Nothing herein shall be construed to deprive the Board of Education of the power
32 to determine the fitness of such teacher for reemployment in such vacancy on the basis of the
33 Board's evaluation of such teacher's competence, compatibility, and suitability to properly
34 discharge the duties required in such vacancy considered in the light of the best interest of the
35 students in the school where the vacancy exists.
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38 **REDUCTION IN STAFF – *Non-Tenured***

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40 Nothing in this section shall prohibit the Superintendent of Schools from abolishing a non-tenured
41 position after June 15, for sufficient, just and nondiscriminatory reasons; provided, that the person
42 holding such position is notified immediately in writing stating the reasons for abolishing the
43 position, and the person is entitled to the next position for which such person is certified to hold
44 which opens within the school system during the remainder of the school year.
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1 The fitness of any teacher for re-employment shall be determined on the basis of the teacher's
2 competence, compatibility and suitability to properly discharge the duties required by the position
3 with consideration for the best interests of the students in the school where the vacancy exists.
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5 It shall be the responsibility of the separated teacher to notify the Superintendent of Schools in
6 writing of his/her availability and current address.
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8 **SUPPORT PERSONNEL**

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10 When a support employee is released because of a reduction in the number of support positions,
11 the Superintendent of Schools shall give the employee written notice of dismissal explaining the
12 circumstances or conditions making termination of employment necessary.
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15 The contact of each non-certified employee shall contain a statement regarding the reduction in
16 force policy.
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42 Legal References:

43 TCA 49-2-301
44 TCA 49-5-409
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