

REDUCTION IN FORCE POLICY

After meeting the staffing needs of the district, contracts for excess staff shall be withheld for the subsequent school year for personnel with the lowest composite score based on performance (60%), certification (20%), and seniority (20%). This policy applies to certified teaching staff only. It does not apply to certified or classified administrators or classified employees.

Certified teaching staff who have attained national board certification or who have received specialized training in areas such as ICT, school reform models, and any others with similar specialized training may be exempt from this policy in the discretion of the superintendent with approval of the board of trustees to enable these programs as selected by the superintendent to continue without additional or at minimum cost to the district.

Certified teaching staff affected shall be offered positions according to need in order to maintain a quality instructional program. This policy became effective on July 1, 2001.

SOURCE: Jackson Public School District, Jackson, Mississippi

DATE: December 13, 1982

AMENDED: February 23, 1983

March 21, 1988

July 16, 1990

May 18, 1992

March 19, 2001

REVEIWED: June 9, 2006

April 19, 2016