

GCQA—Professional Staff Reduction in Force

Reduction in Staff

The number and type of certificated staff positions required to implement the School's educational program will be determined by the Board after recommendation from the Administrator. In the event the Board decides to release certificated staff members, the following guidelines shall be in effect:

- The Administrator shall submit to the Board recommendations for the termination of specific staff members. The criteria used in formulating these recommendations shall include, but shall not be limited to:
 - Qualifications and certification of staff members to accomplish the School's educational program, including certification requirements for specialty categories and designation as a highly qualified teacher.
 - Overall teaching performance, academic training, and ability.
 - Past contributions to the educational program of the District.
- Teacher tenure and seniority **shall not** be considerations in retention determinations (see Policy GCJ Professional Staff Probation, Tenure, and Seniority).
- Personnel to be released shall be notified in a written manner as soon as practical.

Cross Ref.: Policy GCJ Professional Staff Probation, Tenure, and Seniority