

TEACHING STAFF MEMBERS  
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Abolishing Positions

## 3112 ABOLISHING POSITIONS

It is the responsibility of the Board to provide the staff necessary for the implementation of the educational program of the district and the operation of the schools and to do so efficiently and economically.

The Board reserves the right to abolish positions in the district and to reduce district staff commensurately whenever reasons of economy, reorganization of the school district, reduction in the number of pupils or other good cause warrant such action. In all cases, statute and the rules of the State Board shall govern the transfer and dismissal of employees affected by the abolishment of positions.

The Superintendent shall develop rules for the reduction of staff which comport with statute, rules of the State Board, and applicable case law and which ensure the following:

1. The efficiency and effectiveness of district organization and staffing patterns shall be under continuing review, and recommendations for eliminating, creating, and reallocating duties and positions shall be presented for Board consideration when the Superintendent considers such actions to be in the best interest of the district.
2. No person shall be employed by this Board to perform duties for which she/he is not properly certified.
3. Data necessary for the computation of each teaching staff member's seniority status shall be promptly and accurately recorded and maintained.

Standards shall be established by the Superintendent for the reemployment of one nontenured teaching staff member over another when one or more must be nonrenewed for reduction in staff. Such standards shall be based upon employee competence and overall utility to the district.

Standards shall be established for the selection of one tenured teaching staff member over another when, as a result of a reduction in force, two or more members are qualified to fill a position and have identical claims to it. Such standards shall be based on employee competence and overall utility to the district.

When as a result of the abolishment of a position it is necessary to reduce an employee's grade, said employee shall be entitled only to the salary of the reassigned position.

N.J.S.A. 18A:28-1; 18A:28-9 et seq.

Adopted: 3 May 2004

