

Board Policy Document

ADMINISTRATION

Series 300

Policy Title: Administrative Staff Reduction

Code Number: 306.1

When it is determined by the Board that reduction of administrative positions is necessary, the District will first attempt to assign the affected administrators to other vacant administrative or supervisory positions. Otherwise, an administrator selected for reduction may be offered a teaching position, if he or she has the necessary credentials, but any such assignment to a teaching position shall not violate any provision of the Master Contract between the Siouxland Uniserv Unit and the District.

1. "Administrators" for the purposes of this policy shall include all certified building administrators and certified central office administrators designated by the Superintendent.
2. Administrators will be selected for reduction based on the needs of the District and the relative skills and abilities of the affected individuals. The relative skills and abilities of the affected individuals will be determined by reviewing their education, experience, seniority, certification and performance (as indicated in formal and informal evaluations, disciplinary actions and accomplishments). The needs of the District will be the primary concern.
3. "Seniority" for administrators is defined as the number of the most recent consecutive years of employment in the District as an employee in an administrative position, as well as in a teaching position. Seniority for administrators shall accrue from their first day of employment by the District, whether or not as part of a bargaining unit.

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4. Any administration selected for reduction will be entitled to one opportunity for recall to the same or substantially similar position for a period of one year following the effective date of the reduction. Beyond that, the administrator will be encouraged to apply for any other subsequent administrative opening. The administrator's application will be considered with the other applications for the position.