

Reduction in Force (RIF)

Initial Questions/Concerns Raised by AEA

Any process should be objective and quantifiable.

Is this a seniority policy with modifications (AEA prefers) or a criteria policy of which seniority is one criterion?

If other factors are considered, many of the factors will need additional clarification. For example, if special skills or training is a factor, types of special skills or training should be identified.

The revised policy should include a system of checks and balances in order to ensure that the policy is fairly and consistently administered.

It may be necessary to include special considerations for some endorsement areas (e.g. Special Education).

Awards and recognitions should be considered as factors.

The proposed grade-bands are too narrow.

Implementing both school-based and grade-band reduction practices may be too restrictive, particularly in small schools.

Would the proposed changes make it difficult for teachers to move between grade levels?

It appears that the proposed changes could put highly qualified teachers at risk of being reduced if seniority is not considered at a higher level than some of the other factors.

It appears that the proposed “recall” v. “bumping” could result in a potential break in employment and a loss of tenure. There may be situations where “bumping” should occur, but not indiscriminately.

Caps should be placed on the use of exceptions.