

District Proposal #16

July 18, 2022

13.1 When it becomes necessary for the Board to lay off teachers, the following procedures will be followed:

A. Layoff

1. If layoffs become necessary all TOSA positions shall be eliminated first. Teachers in these positions shall be assigned to classroom teaching positions and be subject to the reduction provisions of 13.1.A.4.
2. The Superintendent shall determine the specific areas of teaching assignments to be eliminated. Once the specific areas of teaching assignments have been determined, reduction shall be made on a county-wide basis and shall be based upon educational program needs and the performance evaluations of employees within the affected program areas. The Association and the District shall meet to outline time lines and specific procedures to be utilized to implement this article.
3. Layoffs will be based upon areas of teaching assignments.
4. Once teaching assignments are determined, reduction shall be made on a county-wide basis as follows:
 - ~~a.~~ ~~Part-time teachers shall be the first released.~~
 - ~~b.~~ ~~Employees holding temporary certification the next released.~~
 - ~~c.~~ a. Fully certificated Probationary contract employees, the next released.
 - b. **Employees holding temporary certification**
 - ~~d.~~c. Within the program areas requiring reduction, the employee with the lowest performance evaluations must be the first to be released; the employee with the next lowest performance evaluations must be the second to be released; and reductions shall continue in like manner until the needed number of reductions has occurred. If ties occur, the decision as to who shall be released shall be a coin toss and witnessed by the Association representatives.

Deleted language is identified with a ~~strikethrough~~.

New language is identified in **boldface and is underlined**.