

REDUCTION IN PROFESSIONAL STAFF WORK FORCE

Whenever, in the judgment of the board, it is advisable to reduce staff in the district, the following procedures will be used:

- A. The board will attempt to communicate the situation confronting the district to the WCEA so as to allow a reasonable opportunity, not to exceed one week from the date of communication, to present possible alternatives such as early retirement, part-time contracts, substitute status contracts, and/or alternatives which could accomplish the same goal.
- B. No teacher protected by statutory continuing contract provisions will be non-re-employed while the district retains a teacher who has not attained continuing contract status provided that the following conditions are met:
 - 1. Both teachers have the appropriate certification to be labeled as “highly qualified” for the needed teaching assignments.
 - 2. The quality of instruction articulated in the evaluation(s) of the veteran teacher meet or exceed those of the non-continuing contract teacher.
 - 3. The evaluations to be reviewed will encompass the preceding three years of employment.
 - 4. If the evaluations are comparable seniority will take precedent.
- C. When the above paragraph does not apply in the district, the Board hereby establishes the following criteria (not necessarily in order of priority) to be used in determining which teachers will be affected by staff reduction: student needs, financial condition of district, priority of programs, program competency, qualifications, certifications, longevity, education background and other relevant considerations.
- D. Recall, when and if openings occur after the before-mentioned layoffs occur, the laid-off teachers shall be notified, within 24 months and shall be granted an interview for that position. If the teacher is rehired, he/she will be placed on the salary schedule where he/she left off. The economic factor shall not be used as a criteria in hiring for this position.

Adopted 11-10-75

Revised 2/07

LEGAL REFS.:

SDCL 13-10-11

13-43-9.1; 13-43-10 through 13-43-10.2

13-43-12

WEST CENTRAL SCHOOL DISTRICT