

DELANCO TOWNSHIP BOARD OF EDUCATION

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Abolishing A Position

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The Board of Education will provide the professional staff necessary for the economical and efficient implementation of the instructional program of the district. The Board reserves the right to abolish positions and reduce district staff commensurately whenever reasons of economy, reorganization of the school district, reduction in the number of pupils, or other good cause so warrant. The Superintendent shall continually review the efficiency and effectiveness of the district organization and recommend to the Board the creation and abolishment of positions and the reallocation of duties and positions.

No tenured teaching staff will be transferred or dismissed in a reduction in force affecting a category of employment in which a nontenured teaching staff member is employed.

When two or more nontenured teaching staff members are employed within the employment category affected by a reduction in force, the nontenured teaching staff member(s) shall be retained in that category who has demonstrated greater competence. Seniority rules of the State Board of Education will govern the transfer and dismissal of tenured teaching staff members affected by a reduction in force, except that, when two or more tenured teaching staff members within the same employment category affected by a reduction in force possess an identical seniority entitlement to that category, the teaching staff member(s) shall be retained in that category who has demonstrated greater competence.

The Superintendent shall collect and maintain the information requisite to the calculation of each tenured teaching staff member's seniority status. He or she shall develop and maintain district seniority lists and shall recommend dismissals and transfers in a reduction in force in accordance with those lists. No seniority list shall be a public document or published in the absence of a reduction in force or reemployment from a preferred eligible list.

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

N.J.A.C. 6:3-1.10

Adopted: September 10, 1986