

## **BP 4117.3 - CERTIFICATED PERSONNEL - PERSONNEL REDUCTION**

The School Board may determine that a reduction in certificated personnel is necessary due to declining enrollment or due to a reduction in the district's basic need in an amount established by law.

The School Board shall authorize the Superintendent or designee to lay off employees in accordance with law, district procedures, and any applicable collective bargaining provisions.

(cf. 4117.6 - Nonretention)

Prior to layoff of any tenured teacher, the School Board shall adopt a layoff plan. The plan will identify academic and other programs the district will maintain in implementing the plan. The plan will also include procedures for layoff and recall of tenured teachers.

Any tenured teacher laid off pursuant to the School Board's layoff plan is entitled to a hiring preference for three years following the layoff. The hiring preference applies to vacant teaching positions for which the teacher is qualified. A teacher who declines an offer of employment from the district will lose the hiring preference unless the teacher is contractually bound to teach elsewhere.

*Legal Reference:*

### *ALASKA STATUTES*

*14.20.140 Notification of nonretention*

*14.20.145 Automatic re-employment*

*14.20.175 Nonretention*

*14.20.177 Reductions in force*

*14.20.180 Procedure and hearing upon notice of dismissal or nonretention*

*14.20.215 Definitions*

*23.40.070 Declaration of Policy (PERA)*

### *ALASKA ADMINISTRATIVE CODE*

*4 AAC 18.010 Teachers' and administrators' contracts*

*Revised 2/06*

**9/92**

Adopted 3/23