

Russell County Public Schools

NON-PROFESSIONAL STAFF REDUCTION

In the event that it becomes necessary to reduce the number of non-professional staff in any area due to decreases in student enrollment, program elimination or reductions, or to reduce the number of non-professional personnel in a given employment area, field, or program, or to eliminate or to consolidate positions, the Board will declare a reduction in force in compliance with the following procedures:

1. It shall be a the sole discretion of the Board, upon the recommendation of the Superintendent, to determine the reduction in force of non-professional personnel required and any program adjustment to be made. All reductions shall be based upon the best interests of the school system and the maintenance of a sound and balanced educational program consistent with the functions and responsibilities of the Board.
2. A letter stating the reason for the reduction will be placed in the personnel file of each furloughed non-professional employee.

Recall

Due to the diversity of the job descriptions for non-professional personnel, recall rights will be at the discretion of the Russell County School Board Based upon the:

1. Best interest of the school system.
2. Openings in the job are of the furloughed worker.

Questions, which may arise concerning this policy, will be answered by interpretation by the School Board.

Adopted: June 10, 1988

Revised: June 4, 1991, April 2, 2015