

ARTICLE VII
REDUCTION IN PERSONNEL

VII.1 Layoff Procedures

- A. The Board and Superintendent are legally charged with the responsibility of staffing the instructional services provided by the Board. It is recognized that occasions may arise when it is necessary to reduce services. When this occurs, the Superintendent and his designated staff will analyze the total school program and services provided, including but not limited to personnel, in order to make recommendations to the School Board. When instructional personnel are to be affected by a reduction in the number of teaching positions, the Association shall be notified by the Superintendent or his the superintendent's designee. The following procedures shall be used when reducing instructional personnel:
1. The Board will determine areas of workforce reduction based on educational program needs. The Board shall first attempt to accomplish such reduction by attrition.
 - 1.2. If workforce reduction is still needed, the School Board will retain MBUs in the school district based upon the MBU's average of summative evaluations for the previous 3-years or the current summative evaluation, whichever is higher, along with area(s) of teacher certification. Specifically, criteria for retention will be based on personnel within the affected program areas whose chosen average summative evaluation score is effective or higher. Within the program areas requiring reduction, the employee with the lowest chosen average summative evaluation score must be the first to be released; the employee with the next lowest chosen average summative evaluation score must be the second to be released; and reductions shall continue in like manner until the needed number of reductions has occurred. Notwithstanding the above, if the average summative performance evaluations are essentially equal, teachers who do not hold certification in the affected program areas shall be released before teachers holding certification in that area. Instructional personnel who have the least continuous seniority in Indian River County, and who hold a certificate other than a regular certificate or who are "out of field" will be affected first by any reduction. "Out-of-field" personnel shall not include individuals who are certified in a specific subject area(s), normally teach in the area(s) of certification but have been assigned an "out of field" assignment by administration for that school year.
 2. ~~Instructional personnel with the least continuous seniority in Indian River County, hold a regular certificate shall be affected next depending upon the subject area or field needed to staff positions.~~
 3. If two or more MBUs are equal under Numbers ~~1 and~~ 2, consideration will then be given to the following:
 - a. Assignment flexibility determined through multi-subject coverage on the certificate.
 - b. Extra curricular assignments, which are an important part of the school programs, shall also be given consideration.
 - c. The greatest number of years of teaching experience.
 - d. The highest rank of certificate.
 4. Any MBU with at least five (5) years of continuous teaching experience in the district who would become eligible for vesting in the Florida Retirement System in the year for which reappointment cannot be made because of a reduction in personnel shall be given every consideration to acquire the additional required time, even if the position is not an instructional bargaining unit position.
 5. The Board and the Association recognize the right of the principal to recommend personnel he/she feels is best qualified for meeting the curricular, extra-curricular needs of the school.