

REDUNDANT TEACHING POSITIONS

Background

The Division believes that the most crucial resource of a Division is its teaching staff. At the same time, the Division also realizes that due to such factors as declining enrolments, changing curricular requirements, or changing financial support, reductions or changes in staff may be necessary.

The Division is committed to providing and supporting the necessary staff to serve the educational needs of the students within the Division. When changes in enrolment, curricular requirements or financial support necessitate a reduction in the number of full time teacher equivalents or cause changes in the type of teaching assignments available, the Division will consider such changes in light of what is in the best educational interest of the students.

Procedures

1. The Director or designate will consult the Principal in each school regarding staffing needs. The Director or designate will then report to the Board regarding any teacher surplus for that school in the next year.
2. Selection of teachers to fill the available assignments will be made by the Director in light of appropriate training, experience and/or skills for those assignments.
3. Where a program requires a teacher with special qualifications, that teacher shall be retained or a replacement recruited if the teacher is leaving.
4. The flexibility of teachers as far as the ability to teach effectively in more than one (1) subject area at more than one (1) grade level shall be a factor taken into account in retaining teachers.
5. Where a suitable vacancy exists in another school in the Division, a teacher from that school may be transferred to that vacant position.
6. If all other factors are equal, the teacher with least service in the Division shall be declared redundant.
7. All declarations of redundancy shall be subject to the Director's recommendations and ratification by the Board.

8. Teachers to be declared redundant will be notified as soon as possible after the decision has been made.

Reference: Section 85, 87, 175, 210, 213, 215, 216 Education Act

Approved: October 26, 2018