

<u>Section G:</u> Human Resources	Knox County Board of Education Policy		
	Descriptor Term:	Descriptor Code:	Issued:
	Reductions in Certified Staff	G-340	7/95
		Reviewed:	Revised:
	6/24	2/12	

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2 When it becomes necessary to reduce the number of teaching positions in the system because of a
3 decrease in enrollment or for other good reasons, such employees may be dismissed as determined
4 necessary. The Director of Schools shall give the employee written notice of dismissal explaining fully the
5 circumstances or conditions making the dismissal necessary.¹

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7 **REDUCTIONS IN FORCE**

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9 The Director of Schools shall develop procedures for reductions in force regarding the dismissal of
10 certified employees as required in the best interests of the students or as necessary for the efficient
11 operation of the schools. No single criterion, such as seniority, shall be used as the basis of any such
12 dismissal.

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14 The certified employees' most recent evaluations, as adopted by the state board of education, shall be a
15 primary factor in the Director's dismissal of such employees due to reductions in force. Seniority shall not
16 be a determining factor in the dismissal of certified employees dismissed due to reductions in force and
17 shall be considered only if factors pertinent to the teachers' performance evaluations are equal.²

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19 When certified employees are dismissed due to a reduction in force, the Director shall take into
20 consideration the principal's recommendations relative to his or her evaluation of the teacher's
21 performance and ability to improve student achievement.

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23 **RECALL OF CERTIFIED PERSONNEL**

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25 A tenured teacher who has been dismissed because of abolition of position shall be placed on a preferred
26 list for reemployment in the first vacancy the teacher is qualified by training and experience to fill.
27 Nothing shall deprive the Director of the power to determine the filling of such vacancy on the basis of
28 the Director's evaluation of the teacher's competence, compatibility and suitability to properly discharge
29 duties required for the vacant position considered in the light of the best interests of the students in the
30 school where the vacancy exists.³

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32 The Director of Schools shall develop additional procedures regarding the recall of certified employees
33 affected by reductions in force. All such reemployment decisions shall be made in the best interests of
34 students and the efficient operation of the schools within the district. No single criterion, such as seniority,
35 shall be used as the basis of any re-employment decision.

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37 The employees' most recent evaluations, as adopted by the state board of education, shall be a primary
38 factor in the Director's placement of a teacher affected by a reduction in force. Nothing shall prohibit the
39 Director from filling a vacancy with a certified employee not included on the preferred list for
40 reemployment provided the Director has considered teachers on the preferred list pursuant to state law and
41 found the employment of such teachers to be contrary to the best interests of the students in the school
42 where the vacancy exists.²

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Every effort should be made to include the principal in the decision-making process.

TRANSFERS RELATED TO REDUCTIONS IN FORCE

The Director of schools shall develop procedures regarding the transfer of employees. All such transfer decisions shall be made in the best interests of students or as necessary for the efficient operation of the schools within the district⁴ No single criterion, such as seniority, shall be used as the basis of any transfer decision.²

The certified employees' most recent evaluations, as adopted by the state board of education, shall be a primary factor in the Director's decision to transfer a teacher.

Individual student performance on relevant assessments shall be a factor in determining appropriate transfer decisions.

Every effort should be made to include the principal in the decision-making process.

Legal References:

1. T.C.A. § 49-5-511(b)(1) & (2).
2. T.C.A. § 49-1-302(d)(2).
3. T.C.A. § 49-5-511(b)(3).
4. T.C.A. § 49-5-510.