

STAFF PERSONNEL



Island Catholic Schools

TEACHERS: STAFF REDUCTION 406

Rationale

The financial resources of the school are subject to changes due to unforeseeable circumstances e.g. reduction in funding; sudden decline in enrolment. Local School Councils are limited in the options available to them in such circumstances. One of these options may be the reduction of staff.

Policy

A school may reduce the number of professional staff if it believes such reductions are necessary to ensure effective and efficient school operations.

Regulation

1. The employment of a teacher may be terminated where as a result of declining enrolment or other operational reasons the services of the teacher are no longer required.
2. In this situation the termination of the teacher will be designated as a reduction of professional teaching staff.
3. In the event of a prospective reduction of the number of professional teaching positions the principal in consultation with the Local School Council will advise the Superintendent of Schools as soon as it is aware that the services of some teachers may not be required for operational reasons.
4. The Superintendent of Schools will meet with Principal and the Local School Council and develop a plan for reducing the number of professional teaching positions. This will include consideration of reduction through the voluntary attrition and the possibility of placements in other diocesan schools subject to the provisions of Policy #420 (Teacher Transfer).
5. In determining which teachers to release, the employer will consider the following factors:
 - Catholicity
 - Seniority
 - qualifications
 - related teaching experience
 - the operational requirements of the school.
6. Where teachers are released, the Superintendent of Schools will attempt to locate suitable employment within the Catholic schools of the diocese.
7. Teachers released under this policy will be given the appropriate notice and

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- compensation as set forth in the Employment Standards Act.
- 8 If teacher vacancies at the school become available within 12 months of a teacher reduction under this policy teachers released will be given first opportunity
