

2.013. Personnel Reduction

C.E.S. may find it necessary to reduce the number of personnel which it employs because of reduced enrollment, lack of funds, program elimination, program reduction, or any other reason.

When necessary, positions are eliminated by the Representative Council upon the recommendation of the Executive Director.

Non-certified Employees: The Executive Director has the authority to lay off or terminate employees affected by position eliminations. In selecting personnel for layoff or termination, the Executive Director shall consider ability, qualifications, performance, conduct, attendance and length of service.

Certified Employees, Members of the C.E.S.E.A.: The Executive Director will recommend staff reductions following the provisions of the negotiated contract.

Administrators: The Executive Director recommends staff layoffs or terminations to the Representative Council who shall take action in accordance with state statutory procedures. Guided by the Representative Council's goals to maintain a dynamic and effective staff and the requirements of state statutes, the Executive Director shall consider certification, general competence, instructional skills, skills considered vital to the needs of C.E.S., performance, conduct, attendance, and length of service in recommending personnel to be affected by layoff or termination.

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