

REDUCTION IN FORCE CRITERIA

SELECTION PROCESS

Licensed Employees

1. Identify number and licensure positions for reductions
2. Meet with principals to review the performance ratings of all probationary teachers subject to reduction
3. Develop preferred list of probationary teachers based on criteria with primary consideration given to criteria (a) and (e):
 - a. Work performance
 - b. Program enrollment
 - c. Service in extra duty positions and ability to fill such position
 - d. Length of service, with higher priority given to service in Edenton-Chowan Schools
 - e. Recommendations and advice from the superintendent
 - f. Other beneficial services provided by the employee to the school system
4. Identify transfer options where available
5. Retain and/or transfer employees of highest preference based on criteria in #3

Classified Employees: Same process as licensed employees (includes ability to drive a school bus)