

Guilford County Board of Education  
Policy

Descriptor Term: <b>REDUCTION IN FORCE – CLASSIFIED EMPLOYEES</b>		Descriptor Code: <b>GCKA</b>	
Presented to Board: <b>April 19, 1993</b> January 28, 2010 (Revisions) Second Reading March 9, 2010	Adopted by Board: <b>June 7, 1993</b>		Revised by Board:

The Guilford County Board of Education recognizes that declining enrollment, decreased funding, district reorganization, and/or program reduction or elimination may require a reduction in the number of classified employees. Every effort shall be made to reduce GCS's work force without directly affecting the current employees of the District; however, in the event that further reductions in force become necessary, the Superintendent is directed to implement this policy and associated procedure to effectuate the reduction in force.

Classified employees who are dismissed due to a reduction in force will receive at least 30 days notice prior to their last day of salary or employment. Any employee who is dismissed due to a reduction in force may re-apply for any position for which they believe themselves to be qualified and will be given an opportunity, for a period not to exceed one year, to accept another position in the system should they be a fully qualified candidate. Refusal of an offer of reemployment releases the school system from any further obligation to reemploy the staff members.