

# POLICY

## BOARD OF EDUCATION ROSELAND

SUPPORT STAFF  
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Layoffs

### 4145 LAYOFFS

The Board of Education shall provide the support staff necessary for the operation of the district in a manner that is efficient and economical.

The Board reserves the right to abolish support staff positions and reduce district staff commensurately whenever reasons of economy, reorganization of the school district, reduction in the number of pupils, or other good cause so warrant. The Superintendent shall continually review the efficiency and effectiveness of district organization and recommend to the Board the creation and abolishment of support staff positions and the reallocation of duties and positions.

When two or more employees are employed in the same classification of employment in which a position is abolished, the employee shall be reemployed who has demonstrated greater competence.

When, as the result of the abolishment of a position, an employee is demoted in position, the employee shall receive the salary of the position to which he or she has been assigned.

The name of any \_\_\_\_\_ [**type or category**] employee dismissed in a reduction in force shall be placed on a preferred eligible list in the order of dismissal for reemployment whenever vacancies occur. Any such reemployed employee shall be given full recognition for previous years of service in district employment and in his or her classification.

**[Optional:]**

and for military service performed while in district employment or prior thereto.

N.J.S.A. 18A:6-10, 18A:17-4

Adopted: August 17, 1994

