
Purpose/Background

The Board may reduce the number of teachers employed by the Division.

Procedures

1. Should the Superintendent deem that after the educational needs of the system have been met, a reduction in the number of teachers is warranted, they will endeavor to affect such reduction through voluntary attrition by:
 - 1.1 Resignation
 - 1.2 Leave
 - 1.3 Retirement
 - 1.4 Extended leave of absence
2. If reduction in Division teachers cannot be fully achieved through voluntary attrition, the Associate Superintendent of Human Resources will endeavor to affect reductions through termination of contracts of employment by seniority provided the educational needs of the system have been met.
3. When seniority is equal and educational needs have been met, the decisions as to which of the people are to be terminated shall be based on relative performance as determined by evaluation reports that have been submitted within the last three years.
4. The Associate Superintendent of Human Resources shall inform the employee in writing of the decision to terminate his/her contract.

Reference:

- Section 33,52,53,68,196,197,204,212,213,215,217,218,219,222,225,232 Education Act
- Employment Standards Code
- Labour Relations Act
- ATA Collective Agreement