



CALGARY BOARD OF EDUCATION

Administrative Regulation

4028.1 - Reduction of Teaching Staff Necessitated by Declining Enrolment, Decline in Demand of Instruction, and/or Budget Reductions

1. SYSTEM PROCEDURES

Teachers declared surplus to the needs of a school shall be considered for known vacancies in other schools. If, after filling all the known vacant positions, there is a surplus of certificated staff, procedures for reduction of staff will be implemented.

The Board favours attrition as the best way to reduce staff when necessary. The Board will take into consideration known resignations, retirements, and leaves of absence approved by the Board as well as the effect of approved redeployment programs before implementing procedures for reduction. In addition, the employment contracts of first year teachers and temporary teachers will be permitted to expire at the end of the school year so that these teachers are not considered to be on continuing contracts.

2. REDUCTION PROCEDURES

Reduction of teaching staff shall be in accordance with the current Collective Agreement.

Issued:	December 3, 1985
1st Amendment:	March 8, 1994
Title Updated:	March 8, 1994
Re-issued:	February 15, 2003