

**REDUCTION IN LICENSED STAFF WORKFORCE**

A decrease in enrollment, elimination of particular subjects, a decrease in the Alexandria City School Board’s budget as approved the appropriating body, a consolidation of schools, the phasing out of programs, departments or grade levels and other conditions may cause a reduction in the number of staff needed in a building, program or department, or in the entire school division.

General reduction in total personnel and redistribution of personnel within designated programs is done in accordance with ACPS policy and regulations. The policy and regulations will not provide for reductions to be made solely on the basis of seniority; they will include consideration of the performance evaluations of the licensed staff potentially affected by the reduction in workforce.

Adopted: November 17, 1998  
Amended: November 21, 2002  
Amended: May 18, 2006  
Amended: June 23, 2016

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78, 22.1-304, 22.305(G)

Cross Ref. GCG Professional Staff Probationary Term and Continuing Contract  
GCPA-R Reduction in Licensed Staff Workforce Regulations

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A decrease in enrollment, ~~elimination~~ ~~abolition~~ of particular subjects, a decrease ~~budget reduction~~ or adjustment in the Alexandria City School Board's budget as approved the appropriating body, a consolidation of schools, the phasing out of programs, departments or grade levels and other conditions may cause a reduction in the number of staff needed in a building, program or department, or in the entire school division.

General reduction in total personnel and redistribution of personnel within designated programs shall be is done in accordance with ACPS policy and regulations adopted by the Board. The policy and regulations will not provide for reductions to be made solely on the basis of seniority; they will include consideration of the performance evaluations of the licensed staff potentially affected by the reduction in workforce.

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**Commented [1]:** Notes:  
- Order of reduction needs to be rewritten for clarity  
- "spirit of the regulation" - clarity on meaning.  
Conversation about how this language can lead to the policy being abused  
- Absolves leadership of going through the process of non-renewal or helping staff to grow

**Commented [2]:** With the revisions and except as noted, this is word for word the VSBA model policy.

**Commented [3]:** Per the VSBA model policy

**Commented [4]:** Per the VSBA model policy

**Commented [5]:** The model says RIF Guidelines. The regulation serves as these guidelines

**Commented [6]:** Under ACPS policy, the Board adopts the policies and the Supt the regulations. Adjusted to remove the inconsistency.

**Commented [7]:** Is the school/part of the district that's being affected a part of this process at all?

