

The Madison Board of Education may find it necessary upon occasion to reduce the number of certified personnel it employs, due to reduced enrollment; lack of funds; elimination or reduction of a particular program; or other appropriate reasons.

Prior to commencing action to terminate the contract of a certified employee, the Board of Education will abide by procedures currently existing in the employee contractual agreement. In addition, the Board will give due consideration to its ability to reduce staff through voluntary retirement; voluntary resignation; transfer of existing staff; and voluntary leaves of absence.

The Superintendent is directed to use just and reasonable procedures for releasing staff members in accordance with the current contractual agreement and State Statute, and with consideration of tenure; the needs of the schools and students; and the qualifications and job performance of the personnel.

Prior to terminating a contract, the Board shall vote to give the certified employee written notice that termination of his/her contract is under consideration. The notification and subsequent procedures related to termination shall be in accordance with State Statute.

Personnel who are terminated because of the elimination of a position shall be considered for reemployment in accordance with the layoff procedure contained in the employee contractual agreement.

Legal Reference:                      Connecticut General Statutes  
   10-4a Educational interests of the state identified  
   Section 10-151(d) Employment of teachers. Notice and hearing on  
   termination of contract  
   10-220 Duties of boards of education

Date of Adoption:    December 3, 1991  
Date of Revision:    January 5, 2006