



Background

Calgary Girls Charter School recognizes its mandate to provide quality education services to all students enrolled in our school, within a fiscally responsible framework. The jurisdiction recognizes that a variety of factors may necessitate the reduction of professional staff.

Procedures

1. The Superintendent will implement this Administrative Procedure.
2. Factors that may give rise to the need for staff reduction include, either singly, or in combination, changes, either current or projected, in any of the following:
 - 2.1 Student Enrollment;
 - 2.2 Local and provincial financial support for education;
 - 2.3 Funding from all sources;
 - 2.4 Student educational needs;
 - 2.5 Curricular content or practices;
 - 2.6 Programs offered by the school; and
 - 2.7 Other circumstances current and projected.
3. The Superintendent shall first attempt to reduce teaching positions through attrition, leaves of absence or change in employment status.
4. If further reduction is necessary, the Superintendent shall terminate contracts.
5. The selection of teaching personnel to be terminated will be based on a number of considerations:
 - 5.1 Student Programming needs;
 - 5.2 Seniority with the Charter Board;
 - 5.3 Academic qualifications; and
 - 5.4 Relative performance.
6. A teacher who is subject to termination due to staffing reduction shall be offered a temporary unpaid leave for up to one (1) year and be eligible for recall based on a suitable opening.

Reference:

Education Act s. 52, 53, 54,68, 196, 197, 204, 212, 213, 215, 218, 219, 222, 225, 232

Employment Standards Code

Labour Relations Code