

**SUBJECT:                    REDUCTION IN PROFESSIONAL STAFF WORK FORCE**

**Supersedes:**            GCPA  
**Effective:**                January 8, 2009  
**Page:**                        1 of 2  
**Approved by:**         Detroit Board of Education

**1.0    Policy**

*Note: State law and negotiated agreements apply in dismissals caused by the need to reduce staff. These establish seniority as the determining factor for layoff and recall. Refer to Tenure Act and the DFT and OSAS agreements.*

**Administrative Personnel**

In an effort to prevent an excess of administrative personnel and provide accountability for the use of financial resources, the following policy will be used in filling administrative vacancies:

1.     Critical staff and field administrative personnel will be assigned on an “acting” basis for a one-year period as vacancies occur, with the understanding that tenure cannot be acquired in the assignment.
2.     Individual nonrepresented central and area administrator contracts which expire will be renewed for no more than one year.
3.     Priority will be given reassignment of released administrative personnel at the school-based level as vacancies occur in order to meet essential instructional needs of the district.
4.     Centrally and in areas, an administrative bumping process will be continued, consistent with the OSAS agreement, to prevent overstaffing resulting from loss of funding, declining enrollment, and/or closing of schools.
5.     Job classifications will be reviewed as administrative vacancies occur in consultation with OSAS and the office of labor affairs to ascertain the level and responsibilities of services to be provided.

**Attachments to Policy 7.35:** None

**See also:** None

**Legal References:** MCLA § 38.71-38.93 (Tenure Act)

**Labor Contract References:** DFT  
OSAS