

E-4c(3) PROCEDURE Reduction in Force

4. If the items set forth above do not resolve the issue, the College shall inform the targeted person immediately that consideration is being given to a reduction of that person's hours or to an elimination (either of which shall be a RIF) of their position. The notice shall include:
 - a. The identity of the person or persons making that decision.
 - b. A brief description of why the elimination or reduction is necessary.
 - c. An identification of any witnesses who provided information on that decision, or any documents or studies which support the conclusion.
 - d. An opportunity to meet with the Committee, and its witnesses, and present any evidence the targeted person may have on his or her behalf.

5. Following the completion of the foregoing procedures, the President shall present to the Board of Governors competent evidence that a change in circumstances necessitates reduction in force of teaching faculty. Any changes in circumstances must relate to the instructor or instructors to be reduced in force, and the Board, based upon evidence produced at the hearing required by sections 85-1528 through 85-1534, Reissue Revised Statutes of Nebraska, 1943, and amendments thereto, shall be required to find that there no other teaching vacancies on the staff which the reduced instructor(s) are qualified by professional training, or vocational/technical experience to perform.

6. Any faculty member whose contract shall be terminated because of reduction in force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such former faculty member shall have preferred rights to reemployment for a period of twenty-four (24) months commencing at the end of the contract year, and the former faculty member shall be recalled on the basis of length of service to the College to any position for which he or she is qualified by endorsement, vocational skill, or college preparation to teach. The former faculty member shall, upon reappointment, retain any benefits which had accrued to said faculty member prior to termination, but such leave absence shall not be considered as a year of employment by the College. A former faculty member under contract to another educational institution may waive recall, but such waiver shall not deprive the faculty member of his or her right to subsequent recall.

Adopted Date: 07/15/1997