REDUCTION IN FORCE (RIF)

Resolution of the Township of Union Board of Education to implement a Reduction in Force (RIF) under N.J.S.A. 18A:28-9, and rightsizing of staff to match District needs.

WHEREAS, Throughout 2025-2026, and during the budget cycle, the Administration caused an assessment of the needs of the Township of Union Board of Education ("Board" or "District"), as well as the funding, and determined that, in accord with N.J.S.A. 18A:28-9, for reasons of a decrease in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, elimination of inactive positions, redundancies, and the need to rightsize the staff to District needs, it is in the best interest of the District to implement a reduction in force (RIF) effective at the end of the day on June 30, 2026;

WHEREAS, The Administration caused a review and determination of which staff members would be impacted by the RIF, and a review and assessment of the seniority lists, where applicable, for tenured, certificated, and non-certificated staff;

WHEREAS, In accord with school law and applicable union contracts, the Administration caused a review of the staff impacted by the RIF, and made a determination that, as a result of the RIF, which staff are eligible for re-employment or reassignment in a different job title in 2026-2027, which staff are subject to being transferred in 2026-2027, and which staff are subject to termination / separation from the District by virtue of not having re-employment rights; and

WHEREAS, the Superintendent recommends that the Board approve the following RIF actions, and render the RIF resolution a final decision of the Board.

ABOLISHMENT / ELIMINATION OF POSITIONS-CERTIFICATED STAFF

1. **REDUCTION OF MUSIC TEACHER POSITIONS**

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Music Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Music Teacher positions is 17. The Board approves a reduction of 4 positions, resulting in a total of 13 Music Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	13187	Teacher of Music
2	13074	Teacher of Music
3	13107	Teacher of Music
4	13397	Teacher of Music

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

2. REDUCTION OF ART TEACHER POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Art Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Art Teacher positions is 19. The Board approves a reduction of 2 positions, resulting in a total of 17 Art Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	13533	Teacher of Art
2	13221	Teacher of Art

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

3. REDUCTION OF PHYSICAL EDUCATION/HEALTH TEACHER POSITION

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Physical Education/Health Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Physical Education/Health Teacher positions is 40. The Board approves a reduction of 3 positions, resulting in a total of 37 Physical Education/Health Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	13096	Teacher of Physical Education/Health
2	13195	Teacher of Physical Education/Health
3	Vacancy	Teacher of Physical Education/Health

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

4. REDUCTION OF WORLD LANGUAGE TEACHER POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of World Language Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for World Language Teacher positions is 17. The Board approves a reduction of 5 positions, resulting in a total of 12 World Language Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	12024	Teacher of German
2	12536	Teacher of Spanish
3	13607	Teacher of Spanish
4	Vacancy	Teacher of Spanish
5	Vacancy	Teacher of French

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

5. **REDUCTION OF THEATER TEACHER POSITION**

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Theater Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Theater Teacher positions is 1. The Board approves a reduction of 1 position, resulting in a total of 0 Theater Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	10709	Teacher of Theater

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

6. **REDUCTION OF LIBRARY MEDIA SPECIALIST POSITIONS**

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Library Media Specialist positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Library Media Specialist positions is 7. The Board approves a reduction of 7 positions, resulting in a total of 0 Library Media Specialist positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	9527	Library Media Specialist
2	11413	Library Media Specialist
3	13023	Library Media Specialist
4	12939	Library Media Specialist
5	12240	Library Media Specialist
6	10734	Library Media Specialist
7	Vacancy	Library Media Specialist

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

7. REDUCTION OF MEDIA CLERK POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Media Clerk positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Media Clerk positions is 3. The Board approves a reduction of 3 positions, resulting in a total of 0 Media Clerk positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Non Certificated Staff-Termination Effective June 30, 2026, Due to RIF (Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	Vacancy	Media Clerk
2	Vacancy	Media Clerk
3	Retirement	Media Clerk

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

8. REDUCTION OF SECRETARY POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Secretary positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Secretary positions is 42. The Board approves a reduction of 5 positions, resulting in a total of 37 Secretary positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Non Certificated Staff-Termination Effective June 30, 2026, Due to RIF (Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	Retirement	Secretary
2	Retirement	Secretary
3	Retirement	Secretary

4	Retirement	Secretary
5	Retirement	Secretary

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

9. REDUCTION OF K-5 ELEMENTARY TEACHER POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of K-5 Elementary Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for K-5 Elementary Teacher positions is 141. The Board approves a reduction of 11 positions, resulting in a total of 130 K-5 Elementary Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	13231	Teacher of K-5 Elementary
2	13491	Teacher of K-5 Elementary
3	13338	Teacher of K-5 Elementary
4	13065	Teacher of K-5 Elementary
5	13408	Teacher of K-5 Elementary
6	Retirement	Teacher of K-5 Elementary

7	Retirement	Teacher of K-5 Elementary
8	Retirement	Teacher of K-5 Elementary
9	Retirement	Teacher of K-5 Elementary
10	Retirement	Teacher of K-5 Elementary
11	Vacancy	Teacher of K-5 Elementary

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

10. REDUCTION OF BUSINESS/CAREER EDUCATION TEACHER POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Business/Career Education positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Business/Career Education Teacher positions is 20. The Board approves a reduction of 5 positions, resulting in a total of 15 Business/Career Education Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	12507	Teacher of Business Accounting
2	12982	Teacher of Business Accounting

3	Retirement	Teacher of Financial Literacy
4	Vacancy	Teacher of Financial Literacy
5	Vacancy	Teacher of Financial Literacy

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

11. REDUCTION OF SOCIAL STUDIES TEACHER POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Social Studies Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Social Studies Teacher positions is 30. The Board approves a reduction of 2 positions, resulting in a total of 28 Social Studies Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	13213	Teacher of Social Studies
2	Retirement	Teacher of Psychology

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

12. REDUCTION OF MATHEMATICS TEACHER POSITION

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Mathematics Teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Mathematics Teacher positions is 43. The Board approves a reduction of 1 position, resulting in a total of 42 Mathematics Teacher positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	Retirement	Teacher of Mathematics

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

13. REDUCTION OF SUPERVISOR POSITION

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Supervisor positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Supervisor positions is 13. The Board approves a reduction of 1 position, resulting in a total of 12 Supervisor positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	Vacancy	Supervisor of Mathematics & Computer Science

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

14. REDUCTION OF NETWORK ENGINEER POSITION

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Network Engineer positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Network Engineer positions is 1. The Board approves a reduction of 1 position, resulting in a total of 0 Network Engineer positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Non Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	10674	Network Engineer

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

15. REDUCTION OF SKILLED MAINTENANCE POSITION

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Skilled Maintenance positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Skilled Maintenance positions is 9. The Board approves a reduction of 1 position, resulting in a total of 8 Skilled Maintenance positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Non Certificated Staff-Termination Effective June 30, 2026, Due to RIF (Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	Retirement	Mechanic

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

16. REDUCTION OF PART-TIME RTI TEACHER POSITIONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with the District's needs, the Board hereby approves the Superintendent's recommendation of the reduction of Part-time RTI teacher positions, effective at the close of business on June 30, 2026.

STAFF IMPACT

The current staffing allocation for Part-time RTI Teaching positions is 3. The Board approves a reduction of 3 positions, resulting in a total of 0 Part-time RTI Teaching positions effective July 1, 2026.

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	Vacancy	Teacher of RTI (.60 FTE)
2	Vacancy	Teacher of RTI (.70 FTE)
3	Vacancy	Teacher of RTI (.80 FTE)

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

17. **CERTIFICATED STAFF WHOSE LAST DAY OF EMPLOYMENT WITH THE DISTRICT WILL BE JUNE 30, 2026, AS A RESULT OF THE RIF.**

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with District needs, the Board hereby approves the Superintendent's recommendation to terminate the following certificated staff, as a result of the RIF, whereby their last date of employment with the District shall be June 30, 2026.

STAFF IMPACT

In accordance with applicable law, employees affected by this reduction who do not have re-employment rights with the District shall have a last day of employment of June 30, 2026, unless subsequently re-employed by the Board in another capacity.

RIF Impact- Certificated Staff-Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Staff ID Number	Current Job Title/ Position in 2025-2026
1	13406	Teacher of Special Education
2	13434	Teacher of Middle School Science
3	13630	Teacher of Middle School Leadership

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.

18. CERTIFICATED AND NON-CERTIFICATED STAFF REASSIGNED TO FORMER OR NEW POSITION DUE TO SENIORITY, BUMPING RIGHTS, AND/OR OTHER REASONS

NOW, THEREFORE, BE IT RESOLVED, in accordance with N.J.S.A. 18A:28-9, and for reasons including a decrease in student enrollment, economy and efficiency, budgetary constraints, a change in administrative or supervisory organization, and other good cause, including the need to align staffing with District needs, the Board hereby approves the Superintendent's recommendation of certificated and non certificated staff who, as a result of the RIF, and due to seniority, bumping rights, and/or other reasons, will be reassigned to their former or new position in 2026-2027, with location to be determined and communicated.

STAFF IMPACT

RIF Impact- Certificated and Non-Certificated Staff-Reassignment Due to RIF, Effective September 1, 2026.
(Staff who are reassigned to a different job title effective September 1, 2026, due to RIF, bumping, seniority, and/or other reasons)

	Staff ID Number	Current Job Title/ Position in 2025-2026	Reassignment to Position in 2026-2027
1	11422	Media Clerk	Paraprofessional
2	8869	Teacher of RTI (.60 FTE)	Teacher of RTI
3	13045	Supervisor of Mathematics & Computer Science	Instructional Coach

4	9159	Teacher of K-5 Elementary	Teacher of Middle School Leadership
5	9374	Teacher of RTI (.80 FTE)	Teacher of RTI
6	10324	Teacher of RTI (.70 FTE)	Teacher of RTI
7	12957	Teacher of Financial Literacy	Teacher of Special Education
8	11279	Teacher of K-5 Elementary	Teacher of Middle School Science
9	10507	Teacher of Financial Literacy	Teacher of K-5 Elementary
10	11701	Media Clerk	Paraprofessional

Employees subject to this reduction shall be afforded any and all recall rights to which they are entitled pursuant to N.J.S.A. 18A:28-12, any other applicable law, and any applicable collective bargaining agreement.