



Are You Downsizing Because of Lower Enrollment?

During this economic crisis in our country, several Christian schools have had to consider downsizing staff because of lower enrollments. It would be wise to include in teacher contracts wording that allows the school to downsize staff when enrollment drops. Schools can use the following wording:

I understand that given the possibility of enrollment fluctuation the validity of this contract is contingent upon adequate enrollment that makes possible a cost-effective program. If reduction in staff becomes necessary, I agree that the administrator may use seniority, effectiveness, and overall value of the employee's gifts, strengths, and general qualifications in making staffing recommendations to the board. If there is not a significant difference in effectiveness or value to the school, seniority may be used to determine the decision. The board, at its sole discretion, may accept, reject, or modify the administrator's recommendations regarding staffing. If I am released under this paragraph, the school agrees to pay me ____ additional days of the salary as stated above, plus such payments as have actually been earned and paid prior to the release from employment.

You will find other helpful ideas, including newly revised teacher contracts, on the new *Personnel Resources for Christian Schools* CD produced by ACSI. To order the CD, go to www.purposefuldesign.com/tabid/96/ProductID/29/Default.aspx.

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