

## Seniority

Seniority at Newburg RII Schools will be based on the years of service to the district. Those individuals who have served the district the longest will be considered to have seniority over their peers in any given area of responsibility - ~~classroom teachers~~, secretaries, custodians, bus drivers, cooks, etc. (i.e. all classified personnel)

It must be understood that seniority *does not* necessarily equate to authority. Just because an individual has more years in service does not mean that he/she automatically has authority over his/her peers. In determining positions of authority, other factors such as qualifications for the particular position, experience, people skills, reliability, etc. must be considered in addition to seniority. Therefore, lines of authority and responsibility will be determined by the administration regardless of seniority.

Seniority *does not* mean that a senior staff member has the right to "bump" a fellow employee from a position he/she already holds. For instance, a senior bus driver does not have the right to bump another bus driver from his/her assigned route solely on the basis of seniority.

Seniority *does* mean that when a position opens up that is *on par* with the position a senior person currently holds, then seniority will be the primary consideration in filling the vacant position. For example, if a bus route opens up during the course of the school year, the bus driver with the most seniority will be given the first opportunity to fill that position.

Staff members who quit their job on their own volition will lose any seniority they may have earned. Should they return to their position at some future date, they will go to the bottom of the list in terms of seniority, regardless of their years of service prior to leaving their position.

Staff members, however, who quit their job for reasons of health or because of administrative policy will retain the years of seniority they have accrued should they, at some point in the future, return to the job they were required to leave. A bus driver, for example, who is forced to give up his bus route because of health considerations would be able to return to his job without any loss of seniority once the medical condition that had forced his resignation was no longer a factor in the performance of his duties.

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