

WAC 495E-400-060 Reduction in force. (1) Except in cases of financial emergency declared by the state board and acted on by the district board under RCW 28B.50.873, the president shall determine which program(s) and/or support services are most necessary to maintain the educational mission of the college and where and when any reduction in force of tenured or probationary faculty members will occur.

(2) The president shall give advance written notice of any program reduction which is likely to cause a reduction in force of faculty to interested faculty members and to the district board, which shall affirm, modify, or reverse that reduction subject only to judicial review.

(3) If the president determines that a reduction in force of faculty is necessary, the president shall conduct the reduction, in accordance with applicable collective bargaining agreements. Unless provided otherwise by an applicable agreement, the order of employee reduction will be based on seniority within the program or service being reduced. Unless provided otherwise by an applicable agreement, each affected tenured or probationary faculty member shall be given written notice of termination or reduced hours and an opportunity to seek review, which review may be initiated only by the faculty member filing with the president, within twenty days of receipt of the notice, a written request for review. Such review shall be limited to determining whether he/she is a proper employee to be terminated or reduced, and shall otherwise be made in accordance with RCW 28B.50.863 et seq. when appropriate.

[Statutory Authority: RCW 28B.50.140, [28B.50.]852 and 34.05.220. WSR 93-13-118, § 495E-400-060, filed 6/21/93, effective 7/22/93.]