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**THE POWER OF LEGAL INFORMATION:
PRACTICAL ISSUES TO KEEP SCHOOL
ADMINISTRATORS CURRENT & COMPLIANT
SESSION #5–PERSONNEL
“REDUCTION IN FORCE: IMPACT ON TENURE AND SENIORITY”**

**Thursday, April 18, 2024/9:15 AM–11:00 AM
(ALL REGISTRANTS WILL RECEIVE A ZOOM INVITATION)**

TO REGISTER FOR THIS PROGRAM CLICK HERE: <https://www.njasa.net/domain/177>

AGENDA

9:15 am – 9:30 am **Waiting Room will open and attendees will be admitted at 9:30 am**

9:30 am – 9:40 am **Introduction of Program and Presenters-Zoom Protocols**
Frank Borelli, NJASA Director of Professional Development

9:40 am –10:50 am **PERSONNEL: Reductions in Force: The Top Issues to be Aware of
and Pitfalls to Avoid**

Topics Include:

- What is a reduction in force (RIF)? How does a board effectuate a RIF?
- What notices are needed in a RIF? RIF without a Superintendent recommendation?
- What positions can be RIFed? Can a RIF be used to target an employee?
- What is seniority? What is a preferred eligibility list?
- What are recall rights and when is a RIFed employee entitled to be recalled?

**Presenters: Andrew Babiak, Esquire, NJASA Assistant Counsel
Jonathan Busch, Esquire, The Busch Law Group, LLC**

10:50 am–11:00 am **Open Question/Answer Period**

11:00 am **Program Concludes**

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The mission of the New Jersey Association of School Administrators, the unifying professional association of school leaders, is to ensure a superior statewide system of education by influencing and effecting educational policy, regulations and legislation; and by maximizing the capacity and effectiveness of school leaders through professional development programs and support services.