

POLICY

1997

6215.1

1 of 1

PERSONNEL

SUBJECT: SENIORITY

Instructional Staff

Professional staff members' seniority within tenure areas shall be determined by the use of the following:

- a) The date on which the most recent continuous service in the tenure areas commenced;
- b) If the most recent continuous service of persons in the tenure area began on the same day, then the administration will determine seniority by the date of the Board of Education action appointing the person to the most recent continuous service in the tenure area;
- c) If persons were appointed by the Board to the most recent continuous service in the tenure area on the same date, then the administration will determine seniority by determining the order in which the teachers were appointed by the Board of Education.

Non-instructional Staff

Non-instructional staff members' seniority shall be determined by Article XII of the "Agreement between the Massena Confederated School Employee's Association, NYSUT, AFC-CIO and the Massena Central School District as follows:

- a) Non-teaching employees shall acquire seniority within job title beginning from date of employment and based upon continuous employment within job title, including all approved paid leaves of absence. Substitute employees may not acquire seniority rights.
- b) Seniority for registered nurses who previously were employed as school nurse teachers will be determined from the date of commencing work as a school nurse teacher. This credited seniority will only apply for the purposes of staff reduction.
- c) Seniority shall be determined by date of employment rather than date of Board approval.

Agreement between Massena Federation of Teachers and the Superintendent of Schools of the Massena Central School District and Agreement between the Massena Confederated School Employees' Association NYSUT, AFL-CIO and Massena Central School District.

Adopted: 1/27/97