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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 3, 2025/9:15 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?
- 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**  
                                 **Alicia D’Anella, Esquire, Gorman D’Anella & Morlok**

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

11:00 am                 **Program Concludes**

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**“One Vision – Our Voice”**

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 affecting educational policy, regulations and legislation; and by maximizing the capacity and effectiveness of school leaders through professional development programs and support services.