

## Appendix: State Layoff Policy & Citations

STATE	CITATION	LAYOFF POLICY
Alabama	Ala. Code § 16-1-33	Permits seniority-based layoff system
Alaska	Alaska Stat. Ann. § 14.20.177	Requires layoff of nontenured teachers first
Arizona	A.R.S. § 15-502(h)	Prohibits seniority as sole or primary factor
Arkansas	Ark. Code Ann. § 6-17-2407	Permits seniority-based layoff system
California	Cal. Educ. Code §§ 44955-44957	Requires seniority-based layoff system
Colorado	Colo. Rev. Stat. Ann. § 22-63-202	Prohibits seniority as sole or primary factor
Connecticut	Conn. Gen. Stat. Ann. § 10-151	Permits seniority-based layoff system
Delaware	Del. Code Ann. Title 14, § 1411	Permits seniority-based layoff system
District of Columbia	Collective Bargaining Agreement between District of Columbia Public Schools and the Washington Teachers' Union, Sections 4.5 and 39.1	Permits seniority-based layoff system
Florida	Fla. Stat. Ann. §§ 1012.33 & 1012.335	Prohibits seniority as sole or primary factor
Georgia	Ga. Code Ann. § 20-2-948	Prohibits seniority as sole or primary factor
Hawaii	Haw. Rev. Stat. Ann. § 302A-609	Requires seniority-based layoff system
Idaho	Idaho Code Ann. § 33-522A	Prohibits seniority as sole or primary factor
Illinois	105 Ill. Comp. Stat. Ann. 5/24-12	Prohibits seniority as sole or primary factor
Indiana	Ind. Code § 20-28-7.5-1	Prohibits seniority as sole or primary factor
Iowa	N/A	Permits seniority-based layoff system
Kansas	N/A	Permits seniority-based layoff system
Kentucky	Ky. Rev. Stat. Ann. § 161.800	Requires seniority-based layoff system
Louisiana	La. Stat. Ann. § 17:81.4	Prohibits seniority as sole or primary factor
Maine	Me. Rev. Stat. Title 20-A, § 13201	Permits seniority-based layoff system
Maryland	N/A	Permits seniority-based layoff system
Massachusetts	Mass. Gen. Laws Ann. Ch. 71, § 42	Requires layoff of nontenured teachers first
Michigan	Mich. Comp. Laws Ann. § 380.1248	Prohibits seniority as sole or primary factor
Minnesota	Minn. Stat. Ann. § 122A.40	Permits seniority-based layoff system
Mississippi	N/A	Permits seniority-based layoff system
Missouri	Mo. Ann. Stat. §§ 168.124 & 168.221	Requires layoff of nontenured teachers first
Montana	N/A	Permits seniority-based layoff system
Nebraska	Neb. Rev. Stat. Ann. § 79-846	Requires layoff of nontenured teachers first
Nevada	Nev. Rev. Stat. Ann. § 288.151	Prohibits seniority as sole or primary factor
New Hampshire	N.H. Rev. Stat. Ann. § 189:14-a	Prohibits seniority as sole or primary factor
New Jersey	N.J. Stat. Ann. § 18A:28-10	Requires seniority-based layoff system
New Mexico	NMAC 6.67.3.8; Ch. 22, Article 10A NMSA 1978	Requires layoff of nontenured teachers first
New York	N.Y. Educ. Law § 3013	Requires seniority-based layoff system
North Carolina	N.C. Gen. Stat. Ann. § 115C-325.4	Prohibits seniority as sole or primary factor
North Dakota	N.D.C.C. § 15.1-15-05	Permits seniority-based layoff system
Ohio	Ohio Rev. Code Ann. § 3319.17	Requires layoff of nontenured teachers first
Oklahoma	Okla. Stat. Ann. Title 70, § 6-101.31	Prohibits seniority as sole or primary factor
Oregon	Or. Rev. Stat. Ann. § 342.934	Prohibits seniority as sole or primary factor
Pennsylvania	24 Pa. Stat. Ann. §§ 11-1124 & 11-1125.1	Prohibits seniority as sole or primary factor
Rhode Island	16 R.I. Gen. Laws Ann. § 16-13-6	Requires seniority-based layoff system
South Carolina	S.C. Code Ann. § 59-25-415	Permits seniority-based layoff system
South Dakota	S.D. Codified Laws § 13-43-6.4	Permits seniority-based layoff system
Tennessee	Tenn. Code Ann. § 49-5-511	Prohibits seniority as sole or primary factor
Texas	Tex. Educ. Code Ann. § 21.157	Permits seniority-based layoff system. Statute outlines a process for reducing continuing contract teachers, but is silent with respect probationary contract teachers.
Utah	U. C. A. § 53G-11-516	Prohibits seniority as sole or primary factor
Vermont	N/A	Permits seniority-based layoff system
Virginia	Va. Code Ann. § 22.1-304	Prohibits seniority as sole or primary factor
Washington	Wash. Rev. Code Ann. § 28A.405.100	Permits seniority-based layoff system
West Virginia	W. Va. Code Ann. § 18A-4-7a	Prohibits seniority as sole or primary factor
Wisconsin	Wis. Stat. Ann. § 118.23	Permits seniority-based layoff system
Wyoming	Wyo. Stat. Ann. § 21-7-111	Permits seniority-based layoff system