

Reduction in Force

A reduction in force may occur when the board determines that it is in the best interest of this district to reduce the number of contracted certificated employees for reasons including, but not limited to a financial emergency, decrease in enrollment, changes in curriculum, reorganization, or consolidation. Nothing herein shall prohibit the board from eliminating particular courses, or portions, or all of an educational program, or otherwise restructuring the course offerings to meet the educational needs of the students.

If the board determines that it is necessary to reduce the number of certificated staff members, the board will affect the reductions by implementing this policy after having attempted to reduce the staff to a desired number through attrition and/or reassignment.

Retention will not be based solely on seniority or contract status. Renewable contract employees may be subject to a reduction in force. The board is not required to place a renewable contract employee on probation prior to not renewing the contract due to a reduction in force. Such employee is not entitled to a due process hearing, but will be given the opportunity for an informal review.

The board may, at its discretion, terminate a Category 2 contract, in the event of a reduction in force, at the end of the contract year.

Staff retention will be based on a review of relevant factors including, but not limited to, highly qualified status, certification(s), endorsement(s), leadership roles in the school/district, effectiveness in the classroom, master teacher status, and graduate education degree, as well as eligible veterans status. Employees subject to reduction in force under this policy will be presumed to have been performing satisfactorily.

COMPETING FOR OPEN POSITIONS

Any employee affected by the reduction in force will be allowed to compete with other similarly situated employees for any and all positions for which he or she is qualified. Employees not affected by this reduction in force policy may be reassigned. However, in the event that an administrative position becomes available in this district while the reduction in force policy is in effect, the board is not obligated to follow the criteria as outlined for certified teaching positions, but rather may select an individual it deems to be the most qualified individual for that position.

NOTIFICATION

Employees on a renewable contract who are affected by the implementation of this reduction in force policy will be notified in writing of the non-renewal of their contract not later than the first (1st) day of July.

LEGAL REFERENCE:

Legal Reference:	I.C. § 33-514	Issuance of Annual Contracts
	I.C. § 33-515	Issuance of Renewable Contracts
	I.C. § 65-501	Statement of Purpose
	I.C. § 33-522A	Reductions in Force

Policy History:

Adopted on: 03/25/2008
Revised on: 04/24/2012
Revised on: 08/27/2013