

Reduction in Force Procedures

As used in this procedure, “teacher” means any employee of the District who holds a certificate issued by the State Board of Education who is employed in a teaching or administrative position, below the rank of Superintendent.

1. Prior to commencing action to terminate teacher contracts under this procedure, the Board will give due consideration to its ability to effectuate position elimination and/or reduction in staff by:
 - A. Voluntary retirements;
 - B. Voluntary resignations;
 - C. Transfer of existing staff members; or
 - D. Voluntary leaves of absence.

2. In the event a reduction in force is required, teachers who are retained pursuant to these procedures may be reassigned if suitable position openings are available in instructional areas for which they are highly qualified and for which the principal has approved transfer pursuant to Idaho Code.

3. When determining which individuals will be released pursuant to the Reduction in Force, the Board will consider the criteria set out below. Each criterion shall be considered in terms of the total context when selecting those employees who are to be considered for release pursuant to the provisions of these procedures. The following criteria will be considered:
 - A. Area(s) of certification for which the teacher is highly qualified which are classified by the District as hard to fill positions;
 - B. Number of areas of certification for which the teacher is highly qualified;
 - C. Educational/degree status;
 - D. National certifications held;
 - E. The teacher’s status as a lead teacher within the District;
 - F. Whether the teacher is highly qualified in a course necessary for high school graduation requirements;
 - G. Whether the teacher is highly qualified in a course necessary for middle school advancement;
 - H. Contribution and/or involvement in extra-curricular or co-curricular positions with students;
 - I. Compliance with Professional Standards and Conduct over the course of their employment with the District; and
 - J. The teacher’s evaluation, including components required by Idaho Code to be included in teacher evaluations.

The Board will consider the individual and cumulative effect of each criterion on the welfare of students and the best long-term and short-term interest of the District.

The Board will give primary consideration to the quality of instruction and the progress that students are making throughout the course of the school year, as well as that properly endorsed, highly qualified instructors be in classroom positions in order for the District to be compliant with federal and State education requirements. Thus, all criteria shall be considered in terms of this total context.

The factors for consideration shall be reviewed periodically by the District's administration to determine whether factors should be added, eliminated, or weighted differently. Such recommendations for modification will then be brought before the Board for consideration.

4. The Human Resources Department shall advance notice of the possible reduction in force to all teachers who may be released, based upon the number of teachers who may be released, in whole or in part, and the school programs, teacher positions or categories of positions that may be affected.
5. Upon receipt of this notification, it is recommended that the subject teachers review their personnel file materials with the District's Administrative Office to assure that the school has appropriate information relating to the various criteria reference above.
 - A. If a teacher receiving a teacher profile believes that is an error, the teacher shall notify the Human Resources Department of their concern of an error, in writing, by the close of the school day on the third school day after the teacher has received notice of the possible reduction in force.
 - B. This written notice shall specifically identify what element or elements of the teacher's personnel file and criteria are believed to be erroneous and explain specifically why the element(s) is believed to be in error.
 - C. If the District receives notice of a possible error, each such written notice, timely received, shall be individually reviewed for possible reconsideration or evaluation of the information used in consideration of the Reduction in Force.
 - D. Should a teacher fail to inspect their personnel file and have inaccurate information in their personnel file and/or have failed to provide the District with updated information, the information contained in the file will be utilized for the Reduction in Force determination and the teacher will not have the opportunity to subsequently correct such information after the reduction in force has been implemented.
6. If the Board determines that a reduction in force will be implemented, the Superintendent shall submit a list of the teachers recommended for release, through use of the above process, and shall make recommendation to the Board as to what due process, if any, the Board needs to implement for each individual personnel situation.
7. All releases shall be done in conformance with the applicable provisions of Idaho Code and all affected teachers will be promptly notified, in writing, of the Board's decision and actions that need to be taken by the Board relating to applicable due process activities, if any.

8. Recall Provisions: If the contract of employment of a teacher is terminated because of the implementation of a reduction in force, the name of the teacher shall be placed upon a reappointment list and remain on such list for a period of one year.

If a position becomes open during such period, and the teacher has been selected by the Board as a person on the recall list who is highly qualified and most capable of holding the position, then the teacher will be notified in writing by certified mail, sent to the last known address, at least 30 days prior to the anticipated date of employment, when possible.

In determining whether a teacher is qualified for reappointment, the Board shall consider the criteria set forth in these procedures. The teacher shall accept or reject the appointment in writing within seven days after receipt of such notification. If the appointment is accepted, the teacher shall receive a written contract within 20 days of receipt of the teacher's reply by the Board. If the teacher rejects the appointment offer or does not respond according to this procedure within seven days after receipt of such notification, the name of the teacher will be moved from the recall list.

Procedure History:

Promulgated on: February 22, 2017

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