

Reduction in Force

It is recognized that the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the State, consistent with State and federal educational requirements, including District improvement plans, accreditation requirements, and other school-based issues. However, recognizing also that it may become necessary to eliminate certificated staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such elimination become necessary.

The Board has the sole and exclusive authority to determine the appropriate number of certificated employees and to eliminate certified staff positions consistent with the provisions of the State law. A reduction of certified employees may occur as a result of, but not be limited to, the following examples or from other conditions necessitating reductions:

1. Decreases in student enrollment;
2. Changes in curriculum; or
3. Financial conditions or limitations of the District.

The need for implementation of a reduction in force or the elimination of certificated positions is left to the sole discretion of the Board provided however, that no such decision shall be made until after completion of the written evaluation for each certificated staff member and that the decision as to which employee(s) shall be subject to such reduction shall not be made solely on consideration of seniority or contract status.

The Board may choose to implement a reduction in force through the elimination of:

1. An entire program or portions of programs;
2. Positions in certain grade levels only;
3. Positions by category;
4. Positions in an overall review of the District;
5. Positions through other considerations and implementation decisions;
6. A portion or percentage of a position or positions; or
7. Any combination of the above.

Legal Reference:	§ I.C. 33-514	Issuance of Annual Contracts
	§ I.C. 33-515	Issuance of Renewable Contracts
	§ I.C. 33-522	Financial Emergency
	§ I.C. 33-522A	Reductions in Force
	§ I.C. 33-523	Principals to Determine New Staffing

Policy History:

Adopted on: February 22, 2017

Revised on: