

POST FALLS SCHOOL DISTRICT NO. 273

Series 400: Certified Personnel: Contract Termination

Policy No. 403.5

Policy Title: Reduction in Force

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When the Board of Trustees has determined a reduction in the local educational programs and services are imminent, certain positions will be eliminated. A reduction of certificated 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 programs;
3. Staffing limitation of the district; or
4. Negative changes in the financial conditions of the district.

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. A portion or percentage of a position or positions; or
6. Any combination of the above.

The exclusion of programs or services will be in such a manner as to have the least effect on the quality of education.

Every effort will be made to reduce or exclude programs or services in a manner which minimizes harmful effects on the quality of education while maximizing the financial benefits accruing from such reductions or exclusions.

Every effort will be made to consolidate school services where such consolidation will result in a significant savings for the school district.

Legal References:	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	Reduction in Force

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