

**ARTICLE VI**  
**STAFF REDUCTION**

Whenever in the judgment of the board it is advisable to reduce the number of teachers in the district, the following procedure will be utilized:

1. The board will use reasonable efforts to communicate the situation confronting the district so as to allow the staff a reasonable opportunity, not to exceed 8 days from the date of communication, to present possible alternatives such as early retirement, normal attrition, part time contract, substitute teaching, and/or other alternatives which could accomplish the same goals. It shall be understood that the board shall not be bound by the staff recommendations.
2. Positions held by persons not fully certified for their current teaching assignment will be open if the position is needed and will be available for a continuing contract teacher who is fully certified for the position and has been notified that their position has been eliminated.
3. If a position of a teacher is terminated due to staff reduction, the Board will determine which teacher or teachers are to be released using the following criteria, as applicable. This criterion is not necessarily in the order of importance.
  - a. Student needs
  - b. Financial condition of the district
  - c. Certification
  - d. Qualifications
  - e. Longevity
  - f. Federal mandates
  - g. Recommendations of the administration
  - h. Community service/activities
  - i. Extracurricular service to the district.
4. In making staff reductions involving professional staff members on continuing contract status, the Board will follow the provisions of state law.