

## PERSONNEL

### **Reduction in Force (RIF)**

The School Board intends to provide a stable work environment; however, when it becomes necessary to eliminate employee positions due to budgetary needs, decrease in enrollment, abolition of a particular subject, reduction in the number of classes offered, consolidation or closing of schools and/or programs, or other good and just cause, the School Board may utilize a Reduction in Force (RIF).

It is the intent of the School Board to use, when possible, attrition, reassignment, voluntary leaves of absence, early retirement, non-renewal of probationary contracts or temporary contracts, and other possible means deemed appropriate by the School Board to avoid a Reduction in Force.

The School Board authorizes the Superintendent to develop appropriate regulations and procedures for accomplishing a Reduction in Force. The Superintendent's contract is not subject to this Policy.

### **Legal Reference**

Code of Virginia § 22.1-304, as amended. Reemployment of teacher who has not achieved continuing contract status; effect of continuing contract; resignation of teacher; reduction in number of teachers.

Code of Virginia § 22.1-305, as amended. Nonrenewal of contract of probationary teacher.

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: October 4, 2016

Amended by School Board: September 12, 2023



6/15/23

APPROVED AS TO  
LEGAL SUFFICIENCY

Kamala H. Larrick