

### REDUCTION IN FORCE

Recognizing that it is the responsibility of the Board to supply a quality education to all students through employment of the best qualified staff at all times, the following policy shall be in effect should it be necessary to reduce educational programs, curricula, and/or certified staff due to financial difficulties.

Prior to commencing action to terminate teachers' contracts due to a Reduction in Force, the Board of Education will attempt to make needed adjustments through:

1. Voluntary retirement
2. Voluntary resignations
3. Voluntary transfer of existing staff
4. Leaves
5. Cancellation of teachers' contracts for other statutory reason(s)

Should it be necessary to reduce the number of certified personnel, the Board, upon the recommendation of the Superintendent, shall determine the curriculum area(s) to be affected through a reduction in force. The Superintendent has the responsibility to determine the personnel whose services shall be terminated. The superintendent shall follow the appropriate procedures for contract cancellation of such personnel.

Board Adopted: September 10, 2012  
Board Revised: June 8, 2020  
Board Reviewed: February 5, 2024