

1 **Great Falls School District**

2
3 **PERSONNEL**

5256

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5 Reduction in Force

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7 The Board has the exclusive authority to determine the appropriate number of employees. A
8 reduction of employees may occur as a result of, but not be limited to, changes in the education
9 program, staff realignment, changes in the size or nature of the student population, financial
10 situation considerations, or other reasons deemed relevant by the Board.

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12 The Board shall follow the procedures stated in the current collective bargaining agreements
13 when considering a reduction in force. Generally, the reduction of employees will be done
14 through normal attrition if possible. The Board may terminate employees, if normal attrition does
15 not meet the required reduction in force.

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17 For those staff members not covered by a collective bargaining agreement, the Board shall
18 consider the needs of the students, performance evaluations, staff needs, and other reasons
19 deemed relevant by the Board, in order to determine the order of dismissal if it reduces non-
20 covered staff.

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22 Cross Reference:

23 5250 NonRenewal of Employment - Dismissal of Employment

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25 Legal Reference:

26 § 20-4-206, MCA Notification of Non-tenure Teacher Reelection

27 § 39-2-912, MCA Exemptions (Wrongful Discharge)

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29 Policy History:

30 Adopted on: July 1, 2000

31 Revised on: August 23, 2010

32 Revised on: August 20, 2018

33 Revised on: August 19, 2019

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