DKA - REDUCTION-IN-FORCE POLICY

The Board shall have the sole right to determine the necessity for, and scope of, a reduction-in-force for reasons including, but not limited to, lack of funds, uncertainty of funds, declining enrollment, or other reasons of necessity that justify a reduction in the staff within the Board discretion.

Teaching staff on leave for any purpose remain subject to the district's reduction-in-force policy.

Criteria

The Superintendent or administrative designee shall recommend teacher(s) for reduction-in-force in accordance with the following criteria:

1. Attrition, including retirements and resignations.
2. When attrition is not sufficient to alleviate the necessity for reduction in force, the Board shall retain teachers with the greatest adaptability to meet present and future district staffing and educational needs, both curricular and extracurricular.
3. When teachers within the same area of licensure are deemed to be of equal adaptability, the Board shall retain the teacher with superior academic and professional preparation beyond minimum licensure requirements in their teaching field.
4. When teachers are deemed to be of equal adaptability and have equal academic and professional preparation within their teaching fields, the Board shall retain the teacher who has taught in the District for the greater period of time.

If a reduction in force is necessary, only teachers directly impacted (e.g., those employed under a Title program) will be considered for reduction in force based on the criteria for reduction-in-force above.

The District is required to maintain written documentation of a reduction-in-force analysis.

Notices and Hearing

If a decision is made to reduce the teaching staff, any teacher affected thereby shall be given written notice and hearing as required by law.

Nondiscriminatory

A reduction-in-force shall only be initiated in a nondiscriminatory manner in accordance with state and federal law. The District may not use reduction-in-force as a substitute for disciplinary measures.

Complementing NDSBA Templates (may contain items not adopted by the Board)

- DKA-E, Reduction in Force Rubric

End of Hope-Page School District Policy……Amended 4/9/2025