

REDUCTION IN FORCE – CERTIFIED EMPLOYEES

Recognizing that it is the responsibility of the Board to provide a quality education to all students through the 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.

Teachers who are probationary and professional teachers in the content area will be terminated first when the teaching content area to be reduced has established teachers and probationary and/or professional teachers assigned to the content area.

Board Adopted:	September 10, 2012
Board Reviewed:	February 5, 2024
Board Revised:	June 8, 2020; June 9, 2025