

Reduction in Force

I. Purpose

The Fargo Public School District (“District”) is committed to providing a stable and supportive work environment. However, circumstances such as declining enrollment, budget constraints, operational efficiencies, program changes, or organizational restructuring may necessitate a Reduction in Force (“RIF”). This policy outlines the procedures and criteria for implementing a RIF.

II. Scope

These guidelines apply to all District employees in compliance with applicable federal and state laws, district policies, and collective bargaining agreements.

III. General Principles

1. The District will make every effort to avoid a RIF through budgetary adjustments, attrition, and reassignment.
2. Any RIF decision will be based on the best interests of students, operational efficiency, and fiscal responsibility.
3. The District will ensure transparency, fairness, and compliance with all legal obligations.

IV. Criteria for Reduction in Force

The following criteria will be considered, in the order specified below, when determining which positions may be reduced:

1. Licensed Teachers, Principals, and Associate Superintendents
 1. Student and Program Needs: Alignment with curriculum and instructional priorities.
 2. Licensure and Certification: Compliance with state requirements for subject areas.
 3. Performance Evaluations: Based on formal evaluations, including classroom observations and student outcomes.
 4. Professional Contributions: Leadership roles, extracurricular involvement, and professional development activities.
 5. Seniority: Consideration of tenure and length of service within District
2. At-Will Employees
 1. Operational Needs: Alignment with district strategic goals and functions.
 2. Job Performance: Documented performance evaluations and contributions.
 3. Skills and Qualifications: Job-specific expertise, certifications, and versatility.
 4. Attendance and Conduct: Record of reliability and adherence to district policies.
 5. Seniority: Length of service within FPS may be considered where applicable.

V. RIF Implementation Process

1. Notification & Communication

- The Superintendent will present recommendations to the School Board for approval if required by North Dakota Century Code 15.1-15-05.
- Affected employees will be notified in writing by any statutory deadlines stating the reason, effective date, and available support resources.
- Employees may be offered reassignment opportunities based on qualifications and district needs.

2. Severance & Benefits

- Eligible employees may receive severance in accordance with contract terms or district policy.
- Information on COBRA continuation of health benefits and unemployment assistance will be provided.

VI. Recall Rights & Reemployment of Teachers

Teachers who are reduced due to a RIF may be placed on a recall list pursuant to the Negotiated Agreement between the Board of Education and the Fargo Education Association.

VII. Conclusion

The District values its employees and will ensure that any necessary reductions are conducted in a manner that prioritizes educational excellence, operational effectiveness, and legal compliance. Support services will be provided to assist affected employees in their transition.

Adopted 6/2025