

Policy No.: 408.05
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CERTIFICATED EMPLOYEE REDUCTION IN FORCE

The board has the exclusive authority to determine the appropriate number of certificated employees. Reductions-in —force of certificated staff members may be required due to changes in the size or nature of the student population, limited financial support, changing programs, staff realignment or other changes in circumstances. Reduction-in-force may result in termination of employment, an amendment o the employee's contract reducing the employee from full-time to part-time status or an amendment to the contract of a part-time employee further reducing that employee's percentage of employment.

Prior to the reduction-in-force the board shall present evidence that such changes in circumstances have occurred. If a reduction of certificated staff is necessary, the superintendent or designee shall recommend to the school board those certificated employees to e reduced in employment under the provisions of this policy. No permanent employee may be selected for a reduction-in-force while a probationary employee is retained to perform a service that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the school board, a certificated employee who is not currently serving in a predominately administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be terminated shall be made with consideration given to the following and not necessarily in order of priority:

- Programs to be offered;
- Student needs;
- Areas of certification and endorsement;
- State and federal regulations which may mandate certain employment practices;
- Special qualifications that may require specific training and/or experience;
- Contributions to activity programs;
- Qualifications based on past performance and competence as determined by the principal and/or superintendent through employee evaluation procedures;
- The organizational and educational impact created by multiple part time certificated employees; and
- Any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used under this policy shall conform to the board policies and administrative rules, regulations, and practices in effect at the time for the periodic evaluation of certificated staff members.

