

Reduction in Force

It is recognized that the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the state, consistent with state and federal educational requirements, including, improvement plans, accreditation requirements, and other school-based issues. However, recognizing also that it may become necessary to eliminate certificated staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such a reduction in force become necessary.

1. The Board has the sole and exclusive authority to determine the appropriate number of certificated employees and to reduce the number of certified staff positions consistent with the provisions of the State statutes. A reduction of certified employees may occur as a result of, but not be limited to, the following examples or from other conditions necessitating reductions:
  - a. Decreases in student enrollment
  - b. Changes in curriculum, instruction, and assessment needs and requirements
  - c. Financial conditions or limitations of the District

The need for implementation of a Reduction in Force and/or the elimination of certificated positions is left to the sole discretion of the Board provided however, that no such decision shall be made until after completion of the written evaluation for each certificated staff member and that the decision as to which employee(s) shall be subject to such reduction shall not be made solely on consideration of seniority or contract status.

2. The Board will implement a RIF through:
  - a. the elimination of an entire program or portions of programs;
  - b. the elimination of positions in certain grade levels only;
  - c. the elimination of positions by category;
  - d. the elimination of positions in an overall review of the District;
  - e. the elimination of positions through other considerations and implementation decisions;
  - f. the elimination of a portion or percentage of a position(s) or any combination of the above.

Legal Reference:	§ I.C. 33-514	Issuance of Annual Contracts
	§ I.C. 33-515	Issuance of Renewable Contracts
	§ I.C. 33-522A	Reductions in Force

Policy History:

Adopted on: May 20, 2011  
Revised on: February 5, 2013  
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