

POLICY TITLE: REDUCTION IN FORCE

In the event a reduction in force (RIF) within the Agency becomes necessary because of a substantial reduction in revenue, reorganization, consolidation, or declining enrollment, the release of teachers and/or other personnel will be implemented in accordance with Idaho Code.

Teachers currently employed with the Agency, but who are scheduled to be released due to a reduction of force, will be transferred to positions vacated by attrition if they meet the qualification of the position.

Teachers who have been released due to reduction in force shall be considered for re-employment within one year when vacancies for which they are qualified are published.

Employees who are entitled to war veterans' preference will be given the highest ranking in all areas of certification and/or endorsement for which they are qualified to teach. War veterans are defined to include any person who has served in the active service of the armed forces of the United States during any period of war recognized by the United States Department of Veterans Affairs for the purpose of awarding federal veterans benefits as may be defined in Title 38, United States Code, Chapter 1, Section 101(11), and who has been discharged from service under honorable conditions.

LEGAL REFERENCES:

**I.C. 33-514, 33-515, 65-503, 65-509
Title 38, United States Code, Chapter 1, Section 101(11)**

Policy History:

Initially adopted 2/20/1990. Revised and adopted 11/19/2012