

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.

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 District 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 elimination become necessary.

The Board has the sole and exclusive authority to determine the appropriate number of certificated employees and to eliminate certified staff positions consistent with the provisions of the State law. 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:

1. Decreases in student enrollment;
2. Changes in curriculum or programs
3. Staffing limitations of the District; or
4. Negative changes in the financial conditions of the District.

The need for implementation of a reduction in force 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.

The Board may choose to implement a reduction in force through the elimination of:

1. An entire program or portions of programs;
2. Positions in certain grade levels only;
3. Positions by category;
4. Positions in an overall review of the District;
5. A portion or percentage of a position or positions; or
6. Any combination of the above.

LEGAL REFERENCES:

Title 38, United States Code, Chapter 1, Section 101(11)

§ I.C. 33-514 Issuance of Annual Contracts
§ I.C. 33-515 Issuance of Renewable Contracts
§ I.C. 33-522 Financial Emergency
§ I.C. 33-522A Reductions in Force

I.C. 65-503, 65-509

Policy History:

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