

Board Policy

A Reduction in Force (RIF) may occur when the board determines that it is in the best interest of this district to reduce the number of contracted certificated employees.

Reasons for Elimination of Certificated Staff Positions

It is recognized that the Board of the District has the sole and exclusive prerogative to eliminate certificated staff positions consistent with the provisions of the state statutes. Elimination of certificated staff positions may result from the following examples or from other conditions necessitating reductions:

- a. Decreases in student enrollment,
- b. Changes in curriculum,
- c. Financial conditions or limitations of the District,
- d. Reorganization or consolidation.

The need for implementation of a Reduction in Force and/or the elimination of certificated positions is left to the sole discretion of the District's Board.

The District's Board may choose to implement a RIF through:

- e. Elimination of an entire program or positions of programs;
- f. Elimination of positions in certain grade levels only;
- g. Elimination of positions by category;
- h. Elimination of positions in an overall review of the District;
- i. Elimination of positions through other considerations and implementation decisions;
- j. Elimination of a portion or percentage of a position(s); or
- k. Any combination of the above.

Definitions

As used in this policy, "teacher" shall apply to any employee of the District who holds a certificate issued by the State Board of Education who is employed in a teaching or administrative position, below the rank of Superintendent.

This policy does not include the reduction in force for administrative positions. If an administrator position is eliminated and the administrator is entitled to a grandfathered renewable contract the administrator will be considered for positions for which he/she is highly qualified and then will be subject to the RIF policy.

Policy Number _____ 403.40

REDUCTION IN FORCE

Date of Adoption _____ September 15, 1994

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Savings Clause

If any provision of this policy conflict with any other policy of this district, this policy shall govern. If any provision of this policy conflicts with the law of the State of Idaho, the rules and regulations of the State Board of Education, or any law applicable to matters within this jurisdiction, the affected provision shall be void and the remainder of this policy shall remain in full force and effect.

Legal Reference

Idaho Code Sections: Idaho Code 33-522; Idaho Code 33-514

United States Department of Veterans Affairs Title 38, United States Code, Chapter 1, Sections 101 (11)

Revised: December 20, 2000