**Mackay School District No. 182**

**PERSONNEL 5740**

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
3. Staffing limitations of the District; or
4. Negative changes in the financial condition 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.

The Board may choose to implement a RIF through:

1. the elimination of an entire program or portions of programs:
2. the elimination of positions in certain grade levels only;
3. the elimination of positions by category;
4. the elimination of positions in an overall review of the District;
5. the elimination of positions through other considerations and implementation decisions;
6. 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

§ I.C. 33-522 District Trustee- Financial Emergency

Policy History:

Adopted on: June 11, 2012

Revised on: July 13, 2020