HUMAN RESOURCES

Reduction in Force
Due to Program Change

DFFB(LOCAL)

Every Student. Every Time.
All the Time.

Policy

DFFB(LOCAL) applies when a program change requires a reduction in force through a program change that leads to reducing or reorganizing programs, departments, operations, curriculum or staffing in response to resource needs, efficiency, enrollment, course demand, legislation or consolidation.

Employment Areas Affected

Elementary / Middle School (excluding Collegiate Academy)

These are estimates based on current enrollment and are subject to change.

Employment Area	Number	Current Vacancies
Administrators	**5**	**0**
Support Professionals	**4**	**1**
Teachers	**60**	**31**
Support Staff	**43**	**9**

Criteria for Decision (DFFB LOCAL)

1. Qualifications for the current or projected assignment

2. Performance: formal appraisals and other written evaluative or disciplinary information from the last 36 months

3. Current extra-duty assignments

4. Relevant professional education and work experience

5. District seniority from the most recent hire date

If documented performance differences are too insubstantial, the Superintendent or designee may proceed to the remaining criteria in order.

Thank you

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