

## Homedale Joint School District No. 370

### 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 ~~and school attainment of Adequate Yearly Progress~~, 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 [statutes 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:

- a. Decreases in student enrollment;
- b. [Changes in curriculum or programs](#);
- ~~b.c. Staffing limitations of the District; or~~
- ~~e.d. Negative changes in the [Financial financial](#) conditions or limitations~~ of the District

The need for implementation of a ~~Reduction reduction~~ in ~~Force 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 reduction in force~~ through, ~~but not limited to~~, the ~~following means~~ [elimination of](#):

- a. ~~the elimination of an~~ [An](#) entire program or portions of programs,
- b. ~~the elimination of positions~~ [Positions](#) in certain grade levels only,
- c. ~~the elimination of positions~~ [Positions](#) by category,
- d. ~~the elimination of positions~~ [Positions](#) in an overall review of the District,
- ~~e. the elimination of positions through other considerations and implementation decisions,~~
- ~~f.e. the elimination of a~~ [A](#) portion or percentage of a position(s); [or positions](#); or
- ~~g.f. any~~ [Any](#) combination of the above.

Legal Reference: I.C. § 33-514	<del>Issuance of Annual Contracts--</del> <a href="#">Support Programs--</a>
	<a href="#">Categories of Contracts--Optional Placement-</a>
I.C. § 33-515	Issuance of Renewable Contracts
I.C. § 33-522	<del>Reductions in Force</del> <a href="#">District Trustees - Financial Emergency</a>
<a href="#">I.C. § 33-522A</a>	<a href="#">District Trustees - Reduction in Force</a>

Policy History:

Adopted on: 12-14-98

Revised on: 05-09-11

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*(ISBA Update 7/15)*

Prior Board Policy: 5.20