

## Lakeland Joint School District

### PERSONNEL

5740

#### Reduction in Force (RIF)

A financial emergency must be declared by the Board PRIOR to taking any reduction in force (RIF) actions. A financial emergency declared shall be effective for only one (1) fiscal year and shall not be declared by the Board for a second consecutive year, unless qualified by additional reductions.

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 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, other conditions necessitating reductions. The following examples are:

1. Curriculum or program changes;
2. Negative changes in the financial conditions of the District.
3. Decreases in student enrollment, including overall, by program, by grade, or by school; or
4. Staffing limitations of the District.

The need for implementation of a RIF or the elimination of certificated positions is left to the sole discretion of the Board. The decisions made shall be based on the information provided through the use of Policy 5740F.

The Board may choose to implement a RIF through the following:

1. The elimination of an entire program or portions of programs;
2. The elimination of a position in certain grade levels only;
3. The elimination of a position by category;

4. The elimination of a position in an overall review of the District;

An equitable method of recalling individuals subject to a RIF is identified in 5740P and will be followed, if positions become available subsequent to the RIF. IC 33-522A(3)(b)

Cross Reference: 5740P

Reduction in Force (RIF) Procedure

Legal References: I.C. § 33-514

Issuance of Annual Contracts — Support Programs — Categories of Contracts — Optional Placement

I.C. § 33-515

Issuance of Renewable Contracts

I.C. § 33-522

District Trustees - Financial Emergency

I.C. § 33-522A

District Trustees - Reduction in Force

Policy History:

Adopted on: March 18, 2013

Revised on: January 28, 2021

Reviewed on:

## DRAFT Lakeland Joint School District

### PERSONNEL

5740

#### Reduction in Force (RIF)

A financial emergency must be declared by the Board PRIOR to taking any reduction in force (RIF) actions. A financial emergency declared shall be effective for only one (1) fiscal year ~~at a time~~ and shall not be declared by the Board for a second consecutive year, unless qualified by additional reductions.

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, other conditions necessitating reductions. The following examples are:

1. Curriculum or program changes;
2. Negative changes in the financial conditions of the District.
3. **Decreases in student enrollment, including overall, by program, by grade, or by school;** or
4. ~~Staffing or highly qualified teacher~~ limitations of the District.

The need for implementation of a RIF or the elimination of certificated positions is left to the sole discretion of the Board. **The decisions made shall be based on the information provided through the use of Policy 5740F.** ~~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 the following:

1. The elimination of an entire program or portions of programs;
2. The elimination of a position in certain grade levels only;
3. The elimination of a position by category;
4. The elimination of a position in an overall review of the District;

~~The District may adopt a policy establishing~~ An equitable method of recalling individuals subject to a RIF is identified in 5740P and will be followed, if positions become available subsequent to the RIF. IC 33-522A(3)(b)

Cross Reference: [5740P](#)

[Reduction in Force \(RIF\) Procedure](#)

Legal References: I.C. § 33-514

Issuance of Annual Contracts — Support Programs — Categories of Contracts — Optional Placement

I.C. § 33-515

Issuance of Renewable Contracts

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District Trustees - Financial Emergency

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