

SUPPORT STAFF REDUCTION IN FORCE

In the event the board determines a reduction in support staff is necessary, the following procedures will apply:

1. An effort will be made to effect the reduction through normal attrition.

2. The board will determine which position(s) is(are) to be released according to the following criteria, which are not necessarily listed in their order of importance.
 - a. student needs
 - b. financial condition of the district
 - c. evaluation records
 - d. qualifications
 - e. longevity
 - f. educational background
 - g. federal mandates (i.e., Indian preference)

In the event that all the above criteria appear equal, staff reduction will be based on seniority in the district.

The board will provide the support staff employee, who has been notified that his/her position has been eliminated, with a list of those positions described in step 2. The list should accompany the letter of notification.

ADOPTED: March 14, 1994

REVIEWED: August 24, 2015