

Reduction in Force

The Board has the exclusive authority to determine the appropriate number of certified employees. A reduction of certified employees may occur as a result of, but not be limited to, changes in the education program, staff realignment, changes in the size or nature of the student population, financial situation considerations, or other reasons deemed relevant by the Board.

The reduction in certified employees will be done through normal attrition if possible. If normal attrition does not meet the necessary reduction in force required, the Board may terminate certified employees.

It shall be the responsibility of the County Superintendent or the Principal to make a recommendation for termination to the Board. The County Superintendent or the Principal shall consider the following criteria in making the recommendations:

- Endorsements and educational preparation within the grade level and subject areas in which the employee is now performing;
- Relative skills, ability and demonstrated performance; and
- Number of continuous years of service to the School District. This will be considered only when the foregoing factors are relatively equal between certified employees.

Cross Reference: #5254 Non-renewal or Termination of Contract

Legal Reference: § 20-4-206(4), MCA Notification of Non-tenure Teacher Reelection

Policy History:

Adopted on: 2008-09

Revised on: 01/28/19