STAFF REDUCTION IN FORCE

Should it become necessary to reduce the number of teaching staff employed by the District, the Board will make decisions on staffing pursuant to the guidelines set forth in this policy.

The Board may, in its sole discretion, terminate the contract of a teacher at the end of any school year because of (1) a decrease in the size of faculty due to decreased enrollment in the District, (2) combining of school districts, or (3) an event(s) beyond the control of the Board that requires a reduction in force.

In the event of a need to reduce the number of certified staff, notice shall be given to the teachers whose contracts will not be renewed no later than April 15 of the relevant school year pursuant to W.S. 21-7-105 and W.S 21-7-106(a). The ability to request a hearing does not apply during a reduction in force.

The Board's determination as to which teacher contract(s) will be terminated under this policy shall be made after receiving a recommendation from the Superintendent. In making his/her recommendation, the Superintendent shall consult with the principals and/or other District administrative staff. Criteria which will be used and considered by the Superintendent in making the recommendation and thereafter to be considered by the Board of Trustees include, but not limited to:

- Student learning needs
- Teacher performance,teacher ability and competence,written evaluations,
- Program Needs

Additional factors such as years of service, extra duty contracts, multiple certifications may be considered by the Board and Superintendent in making the decision and recommendation with respect to the reduction in force.

The Superintendent shall make each recommendation to the Board of Trustees for any reduction in force of teaching staff based upon what he/she believes will result in providing the best educational program for the students of the School District.

This policy shall not be applicable to initial contract teachers whose contracts may be non-renewed without applying this policy.

References:

W.S. 21-7-111

See also policy:

AC Nondiscrimination

First Reading: 9-14-26
Second Reading: 10-5-26