

Reduction in Force

1. This policy applies to any unavoidable reduction in the workforce due to inadequate funding.
2. This policy does not apply to nonrenewal of contracts caused by changes in the needs of the district
3. The following layoff measures shall be taken in sequential order, using partial reductions of full-time status, to the extent necessary to prevent or minimize layoffs of instructional personnel and preserve accredited educational services for students.
 - a. non-instructional aides
 - b. non-teaching bus drivers
 - c. extra days for athletics
 - d. extra duty stipends
 - e. study hall supervision
 - f. elective course instruction, from lowest enrollment to the extent necessary to substantially fill all remaining elective course offering seats
 - g. redundant required course instruction
 - h. bus drivers
 - i. custodians.
4. If adequate educational services cannot be delivered without further action, the Superintendent shall make appropriate recommendations to the Board.
5. This policy shall be implemented by board action only after notice to the employees affected with an opportunity to be heard.
6. Layoff entitles an employee to payment for all earned and unused sick leave at the pay rate for substitute teachers.
7. Any laid-off employee who is qualified and applies for any job opening with the district for one year after layoff shall be given hiring preference.