

# FORSYTH SCHOOL DISTRICT

## PERSONNEL

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### REDUCTION IN FORCE

5256

The Board has the exclusive authority to determine the appropriate number of 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 Board shall follow the procedure stated in the current collective bargaining agreement, *if applicable*, when considering a reduction in force. ~~Generally, The reduction in certified employees, other than administrators, will~~ *generally* be done through normal attrition if *when* possible. ~~If normal attrition does not meet the necessary reduction in force required, The Board may terminate certified employees~~ *if normal attrition does not meet the required reduction in force.*

*If no collective bargaining agreement covers the affected employee*, the Board shall consider *needs of the students, employee* performance evaluations, staff needs and other reasons it deems relevant, ~~by the Board in order to determine the~~ *in determining* order of dismissal when it reduces non-certified staff or discontinues some type of educational service.

Cross Reference        5250    Non-renewal or Termination of Contract

Legal Reference:        § 20-4-206, MCA    ~~Notification of Non-tenure Teacher  
Re-election~~  
                                 § 39-2-912, MCA    *Exceptions*

Policy History:

Adopted on: 02/07/02

Revised on: