

## Harlem School District

### PERSONNEL

5256

#### Reduction in Force

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 when considering a reduction in force. Generally, the reduction in employees, other than administrators, will be done through normal attrition if possible. If normal attrition does not meet the necessary reduction in force required, the Board may terminate employees.

The Board shall consider performance evaluations, staff needs and other reasons deemed relevant by the Board in order to determine the order of dismissal if it reduces staff not covered by the collective bargaining agreement.

Cross Reference: 5250 Nonrenewal or Termination of Contract

Legal Reference: § 20-4-206, MCA Notification of Nontenure Teacher Reelection

#### Policy History:

Adopted on: March 15, 2000

Revised on: