

REDUCTION-IN-FORCE POLICY

The School Board shall have the sole right to determine the necessity for and scope of a reduction-in-force for reasons including, but not limited to, lack of funds, uncertainty of funds, declining enrollment, or other reasons of necessity. This determination shall not be arbitrary or capricious.

If a decision is made to reduce the teaching staff, any teacher affected thereby shall be given notice as may be required by law.

The selection of the teacher(s) to be non-renewed because of reduction-in-force, shall be made in accordance with the following criteria:

1. Attrition, including retirements and resignations, shall be relied on to the extent possible.
2. When attrition is not sufficient to alleviate the necessity for reduction-in-force, then the policy of this District shall be to retain those teachers with the greatest adaptability to meet the present and future staffing and educational needs of the District.
3. When two teachers within the same area of licensure are deemed to be of equal adaptability to meet the present and future staffing needs of the District, then the teacher with the superior academic and professional preparation, beyond minimum licensure requirements in his or her teaching field, shall be retained.
4. When two teachers are deemed to be of equal adaptability and have equal academic and professional preparation within their teaching fields, then the teacher who has taught in this District for the greater period of time shall be retained.

Any teacher who is non-renewed under the provisions of this policy may request and shall be given consideration for teaching vacancies for which said teacher is qualified and which occur within nine (9) months after receipt of written notice of the non-renewal decision. It shall be the sole responsibility of said teacher to provide the district with a current address. Any teacher who is offered re-employment hereunder and fails to accept the same within fifteen (15) days after it is offered shall be deemed to have rejected said offer.

Legal Ref: NDCC Ch. 15.1-15 Contracts of Teachers and Administrators

REFERENCE: 1/02

POLICY ADOPTED: 16 Jun 03
POLICY AMENDED: 11 Aug 09