

POLICY: 408B

PROFESSIONAL SUPPORT EMPLOYEE REDUCTION IN FORCE

The Board has the exclusive authority to determine the appropriate number of professional support employees. The reduction of professional support employees may occur as a result of, but not limited to, changes in the educational program, staff realignment, changes in the size or nature of the student population, financial considerations, or any other reason deemed relevant by the Board.

The Superintendent will make recommendations to the Board regarding the proposed termination or non-renewal of professional support employee positions and contracts.

When reducing employee positions within a job classification, the District will first attempt to reduce staff through attrition. Further reductions will be based upon Administrative recommendations relating to work performance. When evaluating work performance, Administration may take into account evaluations, regular attendance and/or other work related criteria. Administration may but is not required to take seniority into consideration when making layoff recommendations.

Adopted: 03/04/09

Revised: 1/23/17

Reviewed: 7/9/12, 1/23/17, 09/26/22