

1 **Bainville K-12 Schools**

2
3 **PERSONNEL**

5256

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5 Reduction in Force

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7 The Board has exclusive authority to determine the appropriate number of employees. A
8 reduction in certified employees may occur as a result of but not be limited to changes in the
9 education program, staff realignment, changes in the size or nature of the student population,
10 financial considerations, or other reasons deemed relevant by the Board.

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12 The Board will follow the procedure stated in the current collective bargaining agreement when
13 considering a reduction in force. The reduction in certified employees, other than administrators,
14 will generally be accomplished through normal attrition when possible. The Board may
15 terminate certified employees, if normal attrition does not meet the required reduction in force.

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17 The Board will consider performance evaluations, staff needs, and other reasons it deems
18 relevant, in determining order of dismissal when it reduces classified staff or discontinues some
19 type of educational service.

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23 Cross Reference: 5250 Nonrenewal of Employment/Dismissal From Employment

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25 Legal Reference: § 20-4-206, MCA Notification of nontenure teacher reelection –
26 acceptance – termination

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28 Policy History:

29 Adopted on:

30 Reviewed on: 2/25/08

31 Revised on: