

Instructional Staff Reduction in Force (RIF)

GCPA

The Board of Trustees for Crook County School District One is authorized by state statute to decrease staff if, due to reduced enrollment, financial exigency, program changes or other events beyond the control of the Board of Trustees, the need arises. It is the belief of the Board as a general policy statement that the schools in this district exist to provide the best education possible for the district's children and not necessarily to provide employment for teachers. In the event of a need to reduce the number of instructional staff, notice shall be given to the teachers whose contracts will not be renewed pursuant to W.S. 21-7-105 and 21-7-106(a) except the request for a hearing shall not apply. If the Board, for any reason, elects to grant a teacher being terminated a hearing, such hearing shall be before the Board of Trustees unless the Board elects to appoint a hearing officer to act on its behalf.

A reduction in force may be initiated by reason of either:

- A. Reduced enrollment (a decline in student enrollment which correspondingly reduces the number of teachers or other certified employees needed by the school district);
- B. Financial exigency (any decline in financial resources of the school district that is brought about by any factor, including but not limited to, decline in enrollment, assessed evaluation, or other action or events which compel a reduction in the school's current operating budget);
- C. Program change (elimination, curtailment or reorganization of the curriculum offering, program, school operation or reorganization or consolidation of two or more individual schools or school districts determined by the Board to be necessary to promote the best interest of the school district); or
- D. Other events beyond the control of the Board (including but not limited to, lack of student participation in any curriculum area).

The determination as to which continuing contract teacher shall be terminated shall be based upon the recommendation of the Superintendent after consultation with other district administrators involved in the programs where the reduction will occur. The district shall consider the criteria without priority to any one category, and nothing herein shall be construed to bind the district to place emphasis on one category over another. The criteria to be used and considered by the superintendent in making his recommendation and the Board in its decisions are:

- Job performance – including relative skills, ability, confidence and qualifications to perform teaching assignments required as indicated by the most recent evaluation;
- Versatility – the ability and certification to teach in more than one area is needed, history in helping extra-curricular activities and willingness to work in extra-curricular activities;

- Years of service – consider the length of continuous and uninterrupted service to the district (provided, however, leaves of absence shall not be considered a break in the continuous service of the employee); and
- Need – needs of the school district with respect to curricular, extra-curricular, co-curricular, coaching assignments and other duty assignments.

The superintendent shall make a recommendation based upon what he believes will result in providing the best educational program for the students of the school district.

The Board of Trustees shall have the latitude and authority to realign classes and combine curriculum assignments in the best interest of the district and its students. In the event a continuing contract teacher is qualified to teach a curriculum for which there is available only a part-time position, the continuing contract teacher shall be offered the part-time position. In the event the part-time position is rejected pursuant to the terms of the part-time contract, the Board may fill the position with an initial contract teacher if no other continuing contract teachers are available and qualified.

The Board of Trustees, in its sole discretion, shall have the right to assign teachers in the district as it deems in the best interest of the district and in no event shall this policy be construed or interpreted to provide or allow continuing contract teachers the right to determine where they should be assigned.

If any teacher whose employment is terminated pursuant to this reduction in force policy should be re-employed by the district within two (2) years after termination, the teacher will be given credit for previous years of service on the salary schedule and any sick leave or other benefits which may have been accumulated and not used at the date of the termination will be restored. In no event shall this paragraph be interpreted to provide any right of recall or guaranteed right of reemployment by any teacher terminated pursuant to the reduction in force policy.

Any teacher terminated pursuant to this policy, if re-employed within two (2) years after termination, shall be considered to have been providing continuous service to the district.

Adopted: September 21, 1989
Revised: September 18, 2003