

## **REDUCTION IN FORCE SUPPORT STAFF**

Tonkawa Board of Education reserves the sole and exclusive authority to reduce support staff through involuntary reduction in force procedures consistent with the provisions of this policy and the employment contract. Elimination of support staff positions through involuntary means may result from decreases in student enrollment, financial conditions, reduction or shifts in educational programs, or other circumstances determined by the board.

In the event it becomes necessary to reduce the support personnel staff because of diminished resources, decline in enrollment, consolidation of programs or positions, elimination of programs, or other circumstances determined by Tonkawa Board of Education, the following philosophy will prevail:

*"This school district exists to provide the very best quality of education possible for the student; therefore, the board of education will determine which staff members can best serve the needs of the student."*

The position, or program, will be the determining factors for what will be eliminated. The board of education will attempt to reduce staff by normal attrition and, second, by the following:

1. Longevity of employment in the district
2. Best-qualified employee for the position needed
3. Re-employment of the above-indicated staff will be in reverse order of dismissal if that individual is available when needed.

The administration will make reasonable effort to communicate and inform the support staff on a timely basis as conditions and circumstances arise which may call for utilization of involuntary reduction in force procedures and, when possible, to accomplish necessary reductions through attrition and transfer.