

Gooding Joint School District No. 231

PERSONNEL

5740

Reduction in Force

The Board of the Gooding Joint School District:

1. Recognizes its obligation to effectively manage the resources of the District in order to provide the highest quality of education to its students within the available means.
2. Recognizes that for certain reasons it may be necessary in the judgment of the Board to reduce its existing staff ("RIF") in total number or to reduce such staff in certain areas to facilitate increases in others. Some of the reasons the Board might decide to implement a RIF could include, but are not necessarily limited to:
 - a. Reduction in revenues;
 - b. Existence of a deficit;
 - c. Decrease in total enrollment;
 - d. Shifting of enrollment size from certain grades to others;
 - e. Need to change curriculum, eliminating or reducing some offerings and/or adding or enlarging others;
 - f. Need to shift certain amounts of resources from staff salaries to other budget items;
 - g. Increasing costs;
 - h. Need for more or less administrative, specialty or support personnel;
 - i. Act of the Legislature
3. Recognizes that changes that may affect the curriculum, staff and other areas of the program of education maintained by the District are of legitimate interest and concern to existing staff, patrons and students and that the Board in considering such changes can receive valuable input from such interested persons.
4. Recognizes that the certified professional employees have certain contractual, statutory and/or constitutional rights under the laws of the United States and/or the State of Idaho which must and will be protected.
5. Believes that a policy should be adopted providing procedures and guidelines for the implementation of a RIF, as it applies to the certified professional employees of the District, in order to assure that the same is orderly and will not result in arbitrary or capricious actions on the part of the Board or the District.
6. Adopts this policy which shall only be applicable to certified professional employees of the District and to no other class of employees.

Standards

That the RIF policy of the District shall have the following general standards:

1. That such policy shall not discriminate illegally;

2. That such policy provide for the highest quality instruction to the students within the available means;
3. That there be ascertainable, definite standards for implementation of said selection procedures;
4. That the procedures to be implemented under such circumstances provide to employees of the District their rights of procedural and substantive due process;
5. That the procedures be in conformity with statutes of the State of Idaho.

Legal Reference: § I.C. 33-514 Issuance of Annual Contracts
 § I.C. 33-515 Issuance of Renewable Contracts
 § I.C. 33-522 Reductions in Force

Policy History:

Adopted on: April 9, 2013

Revised on: