

INSTRUCTIONAL STAFF REDUCTION IN FORCE

The Board of Trustees may, in its sole discretion, terminate the contract of a teacher at the end of any school year because of a decrease in the size of faculty due to decreased enrollment, combining of school districts, financial need, change in programs, or other event beyond the control of the Board. 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).

The terminated teacher has the right to request a hearing. If the teacher request 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.

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 Superintendent shall make a recommendation based upon what he/she believes will result in providing the best educational program for the students of the School District. The Superintendent may consider any and all factors or criteria the Superintendent believes are appropriate to base his/her recommendation upon, including early retirements, normal attrition, voluntary resignations and reduction of classified staff. Other factors or criteria which may be considered, are certification and endorsements, special qualifications, and programs to be offered.

If a position that a terminated teacher is qualified to teach becomes vacant within one calendar year from the beginning of the following school term the vacant position must be offered to the teacher. It will be the responsibility of the teacher to contact the District when an opening occurs.

To be eligible for recall, the continuing contract teacher must, prior to the last day of the current school year prior to the reduction in force, make a written request to be placed on the recall list and provide an address where the continuing teacher can be reached at all times. Such information must be turned into the Superintendent. It is the continuing contract teacher's obligation to notify the District of any change in address:

Any continuing contract teacher who is recalled to a position after having been terminated due to a reduction in force shall be placed on the salary schedule in effect at the time of the recall for which the teacher is qualified with related benefits, including continuing contract status.

This policy shall not be applicable to initial contract teachers whose contracts may be non-renewed without applying this policy.

Adopted: 3/11/85

Revised: 2/14/94

Revised: 6/12/17