

## **4037 Reduction In Force**

The board of education may determine that a reduction in force of certified staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances.

If the board, in its sole discretion, determines that a reduction of staff is necessary, the Director shall notify those employees whose contracts may be reduced by April 15.

**Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.

- Programs to be offered;
- Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the endorsement(s) shown on each teacher's Teaching Certificate;
- Years of professional experience;
- Years of service in the District;
- State and federal laws or regulations that may mandate certain employment practices;
- Involvement in the programs and activities sponsored by the school district;
- Special or advanced training consisting of college credit or other training that would be of present or future value to the district;
- The organizational and educational effect caused by multiple part-time certified employees;
- Formal and informal evaluation of staff performance by supervising administrators and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the South Dakota Department of Education for the district;
- Any other reasons that are rationally related to the instruction in or administration of the school district.

Adopted on: 8/15/2023

Revised on:

Reviewed on: