

REDUCTION IN CERTIFIED STAFF WORK FORCE

Whenever, in the judgment of the board, it is advisable to reduce staff in the district, the following procedures will be used:

- A. The board will attempt to communicate the situation confronting the district to the WCEA so as to allow a reasonable opportunity, not to exceed one week from the date of communication, to present possible alternatives such as early retirement, part-time contracts, substitute status contracts, and/or alternatives which could accomplish the same goal.
- B. In the event of a reduction in force, the following criteria may be used by the superintendent to determine the recommendation of the school board. The following criteria are not listed in order of importance:
 - a. Evaluations
 - b. Programs to be offered
 - c. Additional skills or certification above and beyond the required qualifications which would be of value to the district
 - d. State or federal laws that may mandate certain employment practices
 - e. Recommendations of administrative staff
 - f. Co-curricular activities
- C. When the above paragraph does not apply in the district, the Board hereby establishes the following criteria (not necessarily in order of priority) to be used in determining which teachers will be affected by staff reduction: student needs, financial condition of district, priority of programs, program competency, qualifications, certifications, longevity, education background, and other relevant considerations.
- D. Recall, when and if openings occur after the before-mentioned layoffs occur, the laid-off teachers shall be notified, within 12 months and shall be granted an interview for that position. If the teacher is rehired, he/she will be placed on the salary schedule where he/she left off. The economic factor shall not be used as a criteria in hiring for this position.

Legal References: SDCL 13-10-11, 13-43-9.1; 13-43-10 through 13-43-10.2, 13-43-12

Policy

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