

ARTICLE 16
REDUCTION IN TEACHING STAFF

A. BOARD'S RIGHTS:

The Board of Education shall retain sole right to determine when a reduction in the professional staff is to be made.

B. CRITERIA TO BE CONSIDERED IN REDUCING STAFF

1. The board shall attempt to accomplish a reduction in teaching staff by attrition. Should the reduction in force become necessary, the following procedures will be used when two or more teachers are certified for a position. All individuals qualified (certified) for the position will be measured against the factors listed below. The index will be taken times the points in a given area; reduction in personnel will occur in ascending order until all reductions are made. It is the responsibility of the individual staff member to keep their personnel file current as to semester hours, professional development points, extracurricular activities, qualifications, and certification.

FACTOR	INDEX	POINTS
Total Years Experience (In-district teaching only)	5	First Year = 1 2-5 Years = 2 6-10 Years = 3 11-15 Years = 4 16-19 Years = 5 20+ Years = 6
FACTOR	INDEX	POINTS
Total Semester Hours/or Comparable PDC Points	10	BS = 1 BS+15 Hours = 2 BS+25 Hours = 3 MS = 4 MS+15 = 5 MS+25 & over = 6
ESL Endorsements	10	1 pt.
Annual Evaluation	15	3.5 – 4.0 = 5 pts 3.0 – 3.49 = 4 pts 2.5 - 2.99 = 2 pts 2.0 – 2.49 = 0 pts 1.99 and under = 0 pts

2. The Annual Evaluation points would be determined by taking an average of the overall score of the teacher's previous 2 evals.
3. In the event two employees have exactly the same index, the employee with the longer continuous full time service to the district shall be retained. If the index is equal, and the years of service are equal, the Board of Education shall make the final determination.
4. No teacher shall be RIF'd as a result of race, creed, color, religion, age, national origin, sex, domicile, marital status, membership in the Association or participation in the negotiation process.

C. RECALL

Staff members who have been terminated through a reduction in force shall be offered re-employment with the district for a period of up to three years following the reduction when vacancies occur for which the staff member is certified. Recall shall be in reverse order of layoff.

Amended 2025-26: Negotiations Session- B.1