

**POLICY TITLE: Reduction in Force  
Regarding Certificated Employees  
POLICY NO: 448                      PAGE 1 of 2**

A reduction in force may occur when the board, at its sole discretion, determines that it is in the best interest of this district to reduce the number of contracted certificated employees for reasons including but not limited to a financial emergency, decrease in enrollment, changes in curriculum, reorganization, or consolidation. Nothing herein will prohibit the board from eliminating particular courses or portions or all of an educational program, or otherwise restructuring the course offerings to meet the educational needs of the students.

The district hereby adopts procedures to implement a Reduction in Force (RIF) without regard to seniority or contract status attached as 448P. If the board determines that a RIF is necessary, the board directs the superintendent to effect the reductions by implementing this policy after having attempted to reduce the staff to a desired number through attrition and/or reassignment or other means to preserve the staff's employment that may be available at that time.

It is the intent of the board that the individual and cumulative effect of the procedures on the education of students and the best long-term interest of the district be considered. It is further the intent of the board that the primary consideration be the quality of instruction and the progress that students are making throughout the course of the school year, as well as the district's obligation to comply with state and federal education requirements.

## **DEFINITIONS**

"Reduction in force" means the elimination of a certificated staff position or positions or a portion or percentage of a position or positions, when there is one or more of the following:

- a. The elimination of an entire program or portions of a program;
- b. The elimination of positions in certain grade levels only;
- c. The elimination of a position by category; or
- d. The elimination of a position in an overall review of the district.
- e. The elimination of positions through other considerations and implementation decisions;
- f. The elimination of a portion or percentage of a position(s); or
- g. Any combination of the above.

"Certificated Employee," as used in this policy and accompanying procedures, shall mean any employee defined by Idaho Code §33-1201, as now existing or hereafter amended, and applies to

any employee of the district who holds a certificate issued by the State Board of Education and who is employed in an instructional or administrative position that requires such a certificate. The Superintendent is exempt from such definition and this policy.

**RIF PROCEDURES**

The district will follow the procedures set forth in Policy 448P1 when the board determines a RIF is necessary. Certified staff reductions will be based on the teachers’ current teaching assignment or, in the case of teachers on leave, it will be based on their last teaching assignment.



**LEGAL REFERENCE:**

Idaho Code Sections

33-513 – Professional Personnel

33-514 – Issuance of Annual Contracts – Support Programs – Categories of Contracts –  
Optional Placement

33-514A – Issuance of a Limited Contract – Category 1 Contract

33-515 – Issuance of Renewable Contracts

33-522 – Financial Emergency

33-522A – Reduction in Force

33-1201 – Certificate Required

*Baker v. Independent School District*, 107 Idaho 608 (1984)

**ADOPTED:** July 14, 1999

**AMENDED:** March 20, 2012, November 16, 2021, March 15, 2022