

1 **Charlo Public School District**

2
3 **PERSONNEL**

5256

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5 Reduction in Force

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7 The Board has exclusive authority to determine the appropriate number of employees. A
8 reduction in employees may occur as a result of but not be limited to changes in the education
9 program, staff realignment, changes in the size or nature of the student population, financial
10 considerations, or other reasons deemed relevant by the Board.

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12 The Board will follow the procedure stated in the current collective bargaining agreement, if
13 applicable, when considering a reduction in force. The reduction in employees will generally be
14 accomplished through normal attrition when possible. The Board may terminate employees, if
15 normal attrition does not meet the required reduction in force.

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17 If no collective bargaining agreement covers the affected employee, the Board will consider
18 needs of the students, employee performance evaluations, staff needs, and other reasons it deems
19 relevant, in determining order of dismissal when it reduces classified staff or discontinues some
20 type of educational service.

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22 Cross Reference: 5250 Termination from Employment, Non-Renewal of Employment

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24 Legal Reference: § 39-2-912, MCA Exceptions

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27 Policy History:

28 Adopted on:

29 Reviewed on:

30 Revised on: 07/16/19