

Chinook School District

PERSONNEL

5256

Reduction in Force

The Board has the exclusive authority to determine the appropriate number of employees. A reduction of certified employees may occur as a result of, but not be limited to, changes in the education program, staff realignment, changes in the size or nature of the student population, financial situation considerations, or other reasons deemed relevant by the Board. The requirements stated in the Collective Bargaining Agreement covering employees in the certified collective bargaining unit and the Board, regarding the reduction in force of such employees, shall be followed.

The Board shall use a seniority list to determine the order of dismissal if it reduces classified staff or discontinues some type of educational support service. The seniority list, categorized by positions, shall show the length of continuing service of each full-time classified staff member. The employee with the shorter length of continuing service in their respective category of position shall be dismissed first.

Cross Reference: 5250 Nonrenewal or Termination of Contract

Legal Reference: § 20-4-206(4), MCA Notification of Nontenure Teacher Reelection

Policy History:

Adopted: June 1999

Revised: