

Snake River School District #52

PERSONNEL

5740

Reduction in Force

The Board has the responsibility to maintain good public elementary and secondary schools and to strive to meet the educational interest of the State, consistent with State and federal educational requirements, including continuous improvement plans, accreditation requirements, and other school-based issues. However, sometimes the District must eliminate certificated staff positions. The Board adopts this policy to provide a fair and orderly process should such elimination of positions become necessary.

The Board has the sole and exclusive authority to determine the appropriate number of certificated employees and to eliminate certified staff positions consistent with the provisions of State law. A reduction of certified employees may occur as a result of, but not be limited to, the following examples or from other conditions necessitating reductions:

1. Decreases in student enrollment;
2. Changes in curriculum or programs
3. Staffing limitations of the District; or
4. Negative changes in the financial conditions of the District.

The need for implementation of a reduction in force or the elimination of certificated positions is left to the sole discretion of the Board. However, no such decision shall be made until after completion of the written evaluation for each certificated staff member, and the decision as to which employee(s) will be subject to the reduction in force shall not be based solely on consideration of seniority or contract status.

The Board may choose to implement a reduction in force through the elimination of:

1. An entire program or portions of programs;
2. Positions in certain grade levels only;
3. Positions by category;
4. Positions in an overall review of the District;
5. A portion or percentage of a position or positions; or
6. Any combination of the above.

Legal References:	I.C. § 33-514 I.C. § 33-515 I.C. § 33-522 I.C. § 33-522A	Issuance of Annual Contracts — Support Programs — Categories of Contracts — Optional Placement Issuance of Renewable Contracts District Trustees - Financial Emergency District Trustees - Reduction in Force
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Other References	ISBA Policy Services	https://www.idsba.org/member-services/policy/
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Cross References	5100 5100-P(1) 5100-P(2)	Hiring Process and Criteria Hiring Process and Criteria - Procedures for Obtaining Personnel Records for Applicants Hiring Process and Criteria - Veteran’s Preference
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5100-F(1)

Hiring Process and Criteria - Authorization for Release of Information on Past Employment with School Employers

5100-F(2)

Hiring Process and Criteria - Request to Employer

5100-F(3)

Hiring Process and Criteria - Request for Verification of Certificate Status

Policy History:

Adopted on: February 16, 2022

Revised on: February 18, 2026

Reviewed on: February 18, 2026