

STAFF REDUCTION

Staff reduction occurs when the board eliminates all or part of an existing position held by anyone to whom continuing contract rights apply. In the event the board of directors determines that a staff reduction is necessary, the following guidelines will be considered:

1. An effort will be made to effect the reduction through normal attrition. The education association will be notified and group recommendations considered if received within 14 days of issuance of the notice.
2. Positions held by persons with less than full certification for their current teaching assignment will be open to a properly certified and experienced continuing contract teacher who has been notified that his or her position has been eliminated and has requested to be considered.
3. If a position of a continuing contract teacher is eliminated due to staff reduction, the Board will determine which continuing contract teacher or teachers are to be released, considering the following criteria, as applicable. The criteria are not in rank order of importance:
 - a. Student and curriculum needs;
 - b. Prior evaluations;
 - c. Competency;
 - d. Qualifications;
 - e. Certification;
 - f. Experience in the area to be taught;
 - g. Educational background;
 - h. State and federal mandates;
 - i. Administrative recommendation.

The continuing contract teacher who has been notified that his or her position has been eliminated shall notify the board of any positions for which the teacher wishes to be considered and can establish required qualifications.

The board will follow the provisions of state law in making staff reductions involving professional staff members on continuing contract status.

Legal Refs: SDCL 13-43-6.4
Adopted: Board of Directors
May 17, 1999
Revised: August 20, 2012