

3131 - REDUCTION IN STAFF (JUSTIFIABLE DECREASE IN POSITIONS)

It is the responsibility of the School Board to provide the staff necessary for the implementation of the educational program of the Corporation and the operation of the schools and to do so efficiently and economically.

The Corporation reserves the right to abolish positions in the Corporation and to reduce the staff whenever reasons such as decreased enrollment of students, return to duty of regular professional staff members after leaves of absence, closing of schools or territorial changes affecting the Corporation, or other good cause warrant.

Prior to commencing action to non-continue or cancel teachers' contracts under the Reduction in Force (RIF) Policy, the Board of Education will attempt to make needed adjustments through:

1. Voluntary retirement
2. Voluntary resignations
3. Voluntary transfer of existing staff
4. Involuntary transfer of existing staff

The noncontinuance or cancellation of a teacher's contract due to a justifiable decrease in the number of teaching positions shall be determined on the basis of performance, accounting for teacher status. The Superintendent is authorized to limit or narrow the scope of any reduction in force to those employees who work in the school, facility, program, or department subject to the reduction in positions.

The performance-based RIF procedure established in this policy will be applied teachers in the school, facility, program, or department ("area") to be reduced in the following order:

1. Professional and Probationary teachers
2. Established teachers hired by the Corporation between the 2009-2011 school years
3. Established teachers hired by the Corporation between the 2006-2009 school years
4. Established teachers hired by the Corporation during or before the 2005-2006 school year

Teacher performance/effectiveness will be considered over a time frame of the past three consecutive years. If three years of evaluative data is not available, two years or one year of data will be used. Employees on leave or who for other reasons have not yet received an evaluation will be deemed effective unless objective performance data exists indicating that an effective rating would be unlikely were a full evaluation completed.

School officials will use the teacher evaluation tool to place teachers in one of the four performance categories (ineffective, needs improvement, effective, or highly effective) and then, if necessary, will make further differentiation using the individual evaluation scores in order to determine who is a lower-performing teacher and/or whether the tie-breaker factors identified in this guideline will need to be considered.

All evaluation information and data used in determining whether or not a teacher is reduced will be the information and data collected while a teacher at School Corporation.

In cases where the teachers' performance ratings/scores are the same, the administrator will weigh the following factors before making a determination as to which teacher and/or teachers shall be subject to the non-continuance or cancellation, in the following order:

1. teaching experience
2. the academic needs of the students in the school corporation
3. current instructional leadership roles
4. degrees earned

I.C. 20-28-7.5-1(d)

I.C. 20-28-7.5-2(a)(2)

I.C. 20-28-9-1.5(b)

I.C. 20-28-11.5

Revised **DATE**