

## **INSTRUCTIONAL STAFF REDUCTION IN FORCE**

The Board of Trustees may, in its sole discretion, terminate the contract of a teacher at the end of any school year because of a decrease in the size of faculty due to decreased enrollment, combining of school districts, financial need, change in programs, or other event beyond the control of the Board. In the event of a need to reduce the number of instructional staff, notice shall be given to the teachers whose contracts will not be renewed pursuant to W.S. 21-7-105 and 21-7-106(a) except the request for a hearing shall not apply.

If the Board for any reason elects to grant a teacher being terminated a hearing, such hearing shall be before the Board of Trustees unless the Board elects to appoint a hearing officer to act on its behalf.

The determination as to which continuing contract teacher shall be terminated shall be based upon the recommendation of the Superintendent after consultation with other District administrators involved in the programs where the reduction will occur. The Superintendent shall make a recommendation based upon what he believes will result in providing the best educational program for the students of the School District. The Superintendent may consider any and all factors or criteria the Superintendent believes are appropriate to base his recommendation upon. The factors or criteria may but are not required to include, certification and endorsements, special qualifications, and programs to be offered.

This policy shall not be applicable to initial contract teachers whose contracts may be non-renewed without applying this policy.

Adopted: February 14, 2005

Revision: February 13, 2017