

## PERSONNEL

5740

### Reduction in Force

It is recognized that the Board has the responsibility to maintain good public schools and to implement the educational interest of the State, consistent with State and federal educational requirements, including the Charter School's approved Charter and Performance Certificate, accreditation requirements, and other school-based issues. However, recognizing also that it may become necessary to eliminate certificated staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such elimination 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 the 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 Charter School; or
4. Negative changes in the financial conditions of the Charter School.

The need for implementation of a reduction in force or the elimination of certificated positions is left to the sole discretion of the Board provided however, that no such decision shall be made until after completion of the written evaluation for each certificated staff member and that the decision as to which employee(s) shall be subject to such reduction shall not be made 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 Charter School;
5. A portion or percentage of a position or positions; or
6. Any combination of the above.

Legal Reference: IC § 33-522A District Trustees — Reduction in Force

### Policy History:

Adopted on: June 21, 2023

Revised on:

Reviewed on: