

**Policy 407.05: Certified Employee Reduction in Force**

**Status: ADOPTED**

**Original Adopted Date:** 02/01/2022 | **Last Reviewed Date:** 02/01/2022

The board has the exclusive authority to determine the appropriate number of certified employees. A reduction of certified employees may occur as a result of, but not be limited to, changes in the education program, staff realignment, changes in the size or nature of the student population, financial situation considerations, and other reasons deemed relevant by the board.

The reduction in certified employees, other than administrators, will be done through normal attrition if possible. If normal attrition does not meet the necessary reduction in force required, the board may terminate certified employees.

It is the responsibility of the superintendent to make a recommendation for termination to the board. The process for reduction in force shall be followed through DCGEA Master Contract.

Due process for terminations due to a reduction in force will be followed.

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