

Policy 407.05: Certified Employee Reduction in Force

Status: DRAFT - 1st Reading

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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 the District Wide Employee Handbook. ~~DCGEA Master Contract~~.

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

I.C. Iowa Code	Description
Iowa Code § 20	Collective Bargaining
Iowa Code § 279	Directors - Powers and Duties
Cross References	Description
413.05	Reduction in Force of Classified Staff