

CLASSIFIED EMPLOYEE REDUCTION IN FORCE

It is the exclusive power of the board to determine when a reduction in classified employees is necessary. Employees who are terminated due to a reduction in force shall be given thirty days notice. Due process will be followed for terminations due to a reduction in force.

It shall be the responsibility of the superintendent to make a recommendation for a reduction in force to the board. The superintendent will consider the licensure or certification in areas in which the employee is now performing, relative qualifications, skills, ability and demonstrated performance in making the recommendations. Number of continuous years of service to the school district will be considered only when the foregoing factors are relatively equal between employees.

Legal Reference: Iowa Code §§ 20.7, .24 (2013).

Cross Reference: 407.6 Licensed Employee Reduction in Force
413.4 Classified Employee Suspension
413.5 Classified Employee Dismissal
703 Budget

Approved 4/12/2004

Reviewed 8/11/2014

Revised 6/10/19