

PERSONNEL

Program and Staff Reductions

Program and staff reductions may be required as a result of enrollment decline, failure of a levy election, termination or reduction of state or federal funding, or other events resulting in a reduction in revenue. If necessary, the superintendent shall recommend to the board those positions, educational programs and/or services which shall be reduced, modified or eliminated.

When the reduction, modification or elimination of programs and/or services necessitates a reduction in staff, the district shall retain employees based upon service in the state of Washington and qualifications and experience necessary for the retained position.

An employee who receives notice of non-renewal of contract due to enrollment decline or loss of revenue may, if he or she requests a hearing, stipulate that initiation of the arrangements for a hearing officer shall occur within ten (10) days following July 15, rather than the day the staff member submits the request for a hearing.

The superintendent shall develop procedures to implement this policy. Any applicable collective bargaining agreement shall supersede this policy.

Cross References: Board Policy 5254 Probation, Non-renewal or Termination

Legal References: RCW 28A.405.310(4) Adverse change in contract status
RCW 28A.405.210 Conditions and contract of employment

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