

REVISED POLICY - VOL. 26, NO. 2

REDUCTION IN FORCE ("RIF") IN CERTIFICATED STAFF

It is the responsibility of the Board to employ and retain the certificated staff necessary for the effective and efficient implementation of its educational program and the safe operation of its schools.

The Board shall eliminate certificated positions and reduce the number of certificated staff when the Board finds that curricular changes, changes in enrollment, return to duty from leave of a certificated staff member, closing of schools, territorial changes, **fiscal reasons**, or other good cause warrants.

As required by I.C. 20-28-7.5-1(d), once the positions to be eliminated are identified by the Board, the certificated staff members to be dismissed shall be identified on the basis of licensure and merit not years of service or seniority.

As used in this policy, "licensure" means the scope of the license issued by the Office of Educator Licensing and **Employment Development** in the Indiana Department of Education, and "merit" means a performance category assigned to an educator pursuant to I.C. 20-28-11.5, i.e. "highly effective", "effective", ~~and~~ "improvement necessary" or "ineffective". Where two certificated staff members are in the same performance category, the following factors ~~shall~~ **may** be considered to identify the staff member to be terminated:

- A. ~~The number of years of a teacher's experience.~~ **The academic needs of students in the Corporation.**
- B. ~~The attainment of either additional content area degrees beyond the requirements for employment; or additional content area degrees and credit hours beyond the requirements for employment, if required under an agreement bargained under I.C. 20-29.~~ **The results of an evaluation conducted under I.C. 20-28-11.5.**
- C. **The attainment of either additional content area degrees beyond the requirements for employment; or additional content area degrees and credit hours beyond the requirements for employment, if required under an agreement bargained under I.C. 20-29.** ~~The results of an evaluation conducted under I.C. 20-28-11.5.~~

- D. The assignment of instructional leadership roles, including the responsibility for conducting evaluations under I.C. 20-28-11.5.
- E. ~~The academic needs of students in the school corporation.~~ The number of years of a teacher's experience.

Certificated staff selected to be terminated pursuant to this policy shall receive the initial notification of possible contract cancellation required by I.C. 20-28-7.5-2(a)(2) between May 1st and July 1st preceding the proposed cancellation of their contract with the Board.

I.C. 20-28-7.5-1(d)  
I.C. 20-28-7.5-2(a)(2)  
I.C. 20-28-9-1.5(b)  
I.C. 20-28-11.5