

LICENSED EMPLOYEE REDUCTION IN FORCE

The board has the exclusive authority to determine the appropriate number of licensed employees. A reduction of licensed 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.

It is the responsibility of the superintendent to make a recommendation for termination to the board.

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

The requirements stated in the Master Contract between employees in the certified collective bargaining unit and the board regarding the reduction in force of such employees will be followed.

Legal Reference: Iowa Code §§ 20.7, .24; 279.13, .15-.19, .27 (2013).

Cross Reference:

407.4 Licensed Employee Suspension
413.5 Classified Employee Reduction in Force
703 Budget

Approved: April 8, 1996

Reviewed: April 12, 2004; January 12, 2015

Revised: May 10, 2010