

### **Program and Staff Reductions**

The superintendent establishes a process to be employed in effecting staff reductions in force (RIF) in the event of major crises, which threaten desired and normal educational programs and services. This process conforms with board policy and includes:

1. provision for and sustenance of the highest level of educational programs and services to students in the event of major crisis;
2. highest consideration to the teaching-learning relationship in terms of staff ratios which can be maintained, while concurrently retaining only the most essential supportive services;
3. maximum allocation of available general fund revenues and maximum effort to supplement normal revenues through the acquisition of emergency funding or unusual grants in aid;
4. responsible compliance with statutory provisions regarding the contractual rights of employees; and
5. the fullest possible consideration to the professional and human needs of employees consistent with the prior educational rights and needs of students.

This RIF process is to be described in the various agreements negotiated with the various employee groups.

All actions which result in a change of contract status for any employee must be presented to the board for approval.

**Cross Reference:**

(cf.: 5250 – Termination of Employment)

(cf.: 5254 – Probation, Non-renewal or Termination)

**Legal Reference:**

RCW 28A.405.210 Conditions and contract of employment

RCW 28A.405.310(4) Adverse change in contract status

**Adoption Date:**

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