

## **REDUCTION IN FORCE POLICY**

The Board of Trustees has the responsibility for providing and maintaining quality schools within the District. In order to carry out its responsibility, the Board may: (1) abolish or combine positions; (2) reduce the length of the work year with a concomitant reduction in salary; (3) reduce administrative supplements; and (4) reduce the number of employees. When reducing the number of certified employees, the Board will consider the following reasons for reduction in force, including but not limited to: (1) enrollment declines; (2) financial decline/reduction; (3) elimination of educational program(s); and (4) priority need for resources (staffing, material, and financial). After meeting the staffing needs of the district, contracts for excess staff shall be withheld for the subsequent school year for personnel with the lowest composite score based on performance (60%), certification (20%), seniority (10%), and attendance (10%). This policy applies to all certified staff.

Certified staff who have attained national board certification or who have received specialized training in areas such as ICT, school reform models, and any others with similar specialized training may be exempt from this policy in the discretion of the superintendent with approval of the board of trustees to enable these programs as selected by the superintendent to continue without additional or at minimum cost to the district.

Certified staff affected shall be offered positions according to need to maintain a quality instructional program.

SOURCE: Jackson Public School District, Jackson, Mississippi

DATE: December 13, 1982

AMENDED: February 23, 1983

March 21, 1988

July 16, 1990

May 18, 1992

March 19, 2001

December 19, 2023

REVEIWED: June 9, 2006

April 19, 2016

October 30, 2023