

Missoula County Public Schools

Personnel 5256

Reduction in Force

The Board has the exclusive authority to determine the appropriate number of employees. A reduction of certified 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, or other reasons deemed relevant by the Board.

The Board shall follow the procedure stated in the current collective bargaining agreement when considering a reduction in force. Generally, the reduction in certified employees, other than administrators, will be done through normal attrition if possible. If normal attrition does not meet the necessary reduction in force required, the Board may terminate certified employees.

Subject to the terms of a current collective bargaining agreement, the Board shall consider performance evaluations, staff needs and other reasons deemed relevant by the Board in order to determine the order of dismissal if it reduces classified staff or discontinues some type of educational service.

Cross Reference:

5250 Nonrenewal or Termination of Contract

Legal Reference:

§ 20-4-206, MCA Notification of Nontenure Teacher Reelection

Policy History:

Adopted on: August 13, 2002