

InterMountain Education Service District

Code: **GDPA**
Adopted: 1/19/11

Reduction in Force - Classified Staff

It is the policy of the ESD for an orderly reduction in force procedure for contracted/licensed and classified personnel as needed to accomplish the educational objective, and the superintendent is directed to have a written procedure for staff reduction.

1. Staff will be reduced when positions are eliminated as a result of any of the following:
 - a. A reduction in the funds available to the ESD or a reduction in the ESD's taxing or fiscal power;
 - b. Program elimination or changes in program content;
 - c. Natural disasters or other conditions beyond the control of the ESD.
2. The ESD retains the right to determine positions to be eliminated or reduced. The ESD will determine reductions within each program on the basis of job performance, special qualifications and experiences, licensure and the program needs of the ESD.
3. Where job performance, special qualifications and experiences, and licensure are judged equal by the administration, consideration will be given to length of service in the ESD.

END OF POLICY

Legal Reference(s):

[ORS 334.125\(7\)](#)