

In the event St. Maries Joint School District No. 41 Board of Trustees anticipates reduction in force due to lack of students to be transported, safety considerations, cost saving measures, or for some other reasons deemed to be appropriate, the Board of Trustees reserves the right to declare an emergency and reduce the work force.

When a decision is reached to reduce the work force during the course of a school term, the employee(s) being affected by the reduction in force shall be given the reason(s) for the changes in writing. The Transportation Supervisor shall be responsible for giving the notification.

Upon informing the employee of the implementation of the Reduction in Force Policy, such reduction in force will become effective within twenty (20) working days.

The following guidelines will be used:

1. The Board will determine an order for the elimination of positions, which are least essential to the District, based on.
 - A. Driving Records
 - B. Evaluations
 - C. Personnel Records
 - D. Other Appropriate Factors
2. If a tie exists, the Superintendent, after a conference with the Transportation Supervisor, shall determine which of the "tied" employees shall be terminated. In making such determinations, the Superintendent shall give consideration to factors such as training, quality of service to the District, and other items that might be helpful in making the determination.

Nothing contained or referred to in this Policy shall alter or affect the general employment rules applicable to all support personnel, particularly the prevailing rule that any employee may terminate his or her employment and may be terminated by the employer at any time, with or without cause or notice.

Policy Cross Reference:

Legal Reference:

Policy History:

Adopted:	11/05/1986
Reviewed:	08/04/2008
Reviewed:	08/11/2011
Amended:	08/11/2011