



Provo City School District
Policy Series 5000: Personnel

Policy No. 5290

Reduction in Force and Position Elimination

The purpose of this policy is to establish an orderly procedure used to separate, transfer, reassign, or demote employees when the Board determines that a RIF is necessary. This policy will be applied in a fair and equitable manner without regard for age, race, color, religion, sex, or national origin and in accordance with state and federal law cited at the end of this document. The District may not RIF an employee without following the procedures established for this policy.

The Board acknowledges its authority to conduct a reduction in force (RIF) when there is a decrease in district enrollment, discontinuance of or a reduction in particular service or program, the shortage of anticipated revenue after the budget has been adopted, discontinuation of temporary funding, or school consolidation. The district may consider the results of employee evaluation and a school's personnel needs when reducing positions and re-assigning staff.

The Board may direct the Superintendent to eliminate individual positions when there is a decrease in district enrollment, discontinuance of or a reduction in particular service or program, the shortage of anticipated revenue after the budget has been adopted, or school consolidation, for the maintenance of a sound and balanced educational program that is consistent with the functions and responsibilities of the District, i.e. educating students.

The board directs the superintendent to develop procedures for the effective implementation of this policy.

Legal References

Synopsis

Title VII, Civil Rights Act of 1964
Age Discrimination in Employment Act of 1967
Equal Pay Act of 1963
Title I, Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Section 501 of the Rehabilitation Act of 1973
Pregnancy Discrimination Act
Utah Code 53G-11-516

Necessary Staff Reduction not Preculded --
Last-hired, first-fired layoffs prohibited
May 13, 2014

Approved by Board of Education: