



GCQA - INSTRUCTIONAL STAFF REDUCTION IN FORCE

Cancellation of employment may take place when the Board of Education decides that a fiscal exigency exists or a program change is to be made, which requires cancellation of one or more teaching positions. Such a decision may be made and any resulting termination may be effected only in accordance with other Board policies, personnel administrative regulations and the Employee Agreement.

BOARD OF EDUCATION'S PRELIMINARY DETERMINATION AND STATEMENT

Prior to a decision that a state of fiscal exigency exists or is imminent or a program change has occurred or should be considered seriously and cancellation of employment of one or more teachers' contracts may be required because of either circumstances, the Board shall conduct two readings on the matter at public Board meetings.

CANCELLATION OF EMPLOYMENT

The superintendent shall make the final recommendation to the Board to cancel the employment contract of any non-probationary teacher.

If the cancellation of employment is to be effective with the start of any given school year, any teacher whose employment will be canceled will receive notice of the cancellation by the state's legal deadline. If cancellation of employment is necessary during any school year, notice of the cancellation shall be received by any teachers so affected 60 days prior to the effective date of the cancellation.

Adopted: November 1987

Revised: June 23, 1997

LEGAL REFS:

C.R.S. 22-63-202(3)

CROSS REF:

GCKA, Instructional Staff Assignments and Transfers

CONTRACT REF:

Employee Agreement, Section Ar, Reduction in Force (RIF), and subcodes

NOTE:

Policies and regulations in the GC section (Professional Staff) pertain only to instructional and administrative staff members.