

**NORTH RIVER SCHOOL DISTRICT #200**

**BOARD POLICY**

**NO 5256**

**PERSONNEL**

**PROGRAM AND STAFF REDUCTIONS**

Program and staff reductions may be required as a direct result of enrollment decline, failure of a special levy election or other events resulting in a significant reduction in revenue or termination or reduction of funding of categorically-funded projects. The board shall, after a review of such indicators as test results, community surveys, informal and formal statements of support and/or opinion, and the district's statement of philosophy, identify those educational programs and services which shall be reduced, modified or eliminated.

When the reduction, modification or elimination of programs and/or services necessitates a reduction in staff, the Board shall retain those staff who have the greatest length of service in the state of Washington provided that the staff member has the qualifications and experience necessary for the position.

Any employee who receives notice of nonrenewable of contract due to enrollment decline or loss of revenue may, in his/her request for a hearing officer shall occur within ten (10) days following July 15, rather than the day the employee submits the request for a hearing.

The superintendent shall develop procedures to implement this policy except that any staff agreement in effect shall supersede this policy.

Legal Ref: RCW 28A.405.310 Adverse change in contract status  
28a.405.210 Conditions and contract of employment

Adopted: January 12, 1993