

Sample RIF Policies from NC School Board Association

Policy 7920, Professional Personnel Reduction in Force

Policy 7920 provides the superintendent with much flexibility in determining which employees will be recommended for dismissal. In the alternative, some North Carolina school boards have adopted a policy that contains a very detailed point system for the superintendent to use to determine which professional employees will be subject to the reduction in force. Point system policies generally allow the superintendent much less discretion in determining which employees will be recommended for dismissal.

Because Policy 7920 gives the superintendent such broad authority, it does not contain a section that specifies that certain categories of employees should be excluded from the reduction in force. If the board's policy gives the superintendent more specific directions for the reduction, the board may wish to include a list of categories of employees that are excluded from consideration for dismissal.

Section C, *Criteria*, contains a list of some of the factors that the board may direct the superintendent to consider when implementing a reduction in force. However, the board may adopt additional criteria or different criteria than the ones listed in Section C. The board also may decide to establish priority categories for the reduction in force, e.g., retired and part-time employees, probationary teachers, etc.

Policy 7921, Classified Personnel Reduction

Policy 7921 provides an example of the policy that may be used when terminating or reducing the terms of employment of classified employees. North Carolina law does not require that the board adopt any policy for reduction of classified personnel. As with Policy 7920, the board may provide the superintendent with more specific directions or procedures to follow.

If your board would like a Microsoft Word version without footnotes, please contact Elyse McCoy, Policy Assistant, at emccoy@ncsba.org, and she will be happy to assist you.

These two RIF policies are examples of the more than 325 policies contained in NCSBA's PLS manual. If your school system does not subscribe to this valuable resource and the annual PLS update and you would be interested in doing so or if you have any questions about these policies, please contact Janine Murphy at jmurphy@ncsba.org.