

Instructional Staff Reduction in Force

Mapleton Public Schools (the “District”) values its employees and is dedicated to maintaining relationships with employees that is honest, candid, and respectful. Despite the District’s best efforts to avoid it, there are times when the District is forced to reduce the number of teachers the District employs. The following policy has been developed to address reduction in the instructional staff work force.

Definitions

1. “Cancellation of employment” means the cessation of employment of a teacher when there is a justifiable reduction in the number of teaching positions in the District for reasons of fiscal exigency or program change.
2. “Teacher” means any person who is defined as a teacher under the Teacher Employment, Compensation, and Dismissal Act of 1990, C.R.S. § 22-63-101 *et seq.*
3. “Fiscal exigency” means any significant decline in the Board of Education’s ability to fund the operations of the District as a result of a decline in student enrollment, restrictions on revenues, increased costs or any other action, event or condition that may cause the District’s current or projected budget to be insufficient to adequately meet the District’s current or projected needs. A fiscal exigency may exist based solely upon current revenue and expenditure projections.
4. “Program change” means any elimination, curtailment or reorganization of curriculum, program or school operation, or a reorganization of curriculum, program or operation, or a reorganization or consolidation of two or more individual schools. A program change need not be caused by fiscal exigency.
5. “Day” means every day including Saturdays, Sundays and teacher work days, but it does not include official school holidays such as Thanksgiving and Christmas.

General Grounds for Cancellation of Employment

A cancellation of employment may take place when the Board decides that a fiscal exigency exists or a program change justifies a reduction of teaching positions. The Board is responsible for determining what constitutes a fiscal exigency or program change justifying a decrease in teaching positions. The Board’s decision, and any resulting cancellation of employment, may be effected only in accordance with this policy and the accompanying procedures.

Board of Education's Preliminary Determination and Statement

If the Board of Education determines a fiscal exigency or program change justifies the reduction of teaching positions, it shall prepare an initial statement that identifies with reasonable particularity the reasons for the decision and the number of staff to be reduced. (See GCQA-E2 for a sample statement) This statement shall be transmitted to the Superintendent and all District instructional staff.

Superintendent's Action

Within 20 days after receiving the initial statement of the Board, the Superintendent shall submit to the Board recommendations for canceling the employment of particular teachers. In making this recommendation, performance evaluations made in accordance with Section 22-9-106, C.R.S. shall be a significant consideration in the Superintendent's recommendation. The Superintendent may also consider other factors, including but not limited to: probationary/nonprobationary status, length of service to the District, Ability to perform additional functions, and relationship to core curriculum. These additional factors will be considered only after performance evaluations have been considered. The Superintendent also may consider additional needs of the District as a factor in determining which employment contracts to cancel.

Adopted December 11, 2012 by the Board of Education for Mapleton Public Schools.

LEGAL REFERENCES:

CRS 22-60.5-101 et seq. (Colorado Educator Licensing Act)

CRS 22-63-202(3) (cancellation of employment contracts; reduction in force)

CROSS REFERENCES: