

Exhibit: Instructional Staff Reduction in Force Statement of Fiscal Exigency or Program Change

Pursuant to Policy GCQA, the Board of Education of Mapleton Public Schools has determined that a fiscal exigency exists and that a program change is necessary that will require the cancellation of employment contracts of one or more non-probationary staff.

As a result of decreased state funding caused in part by the economic downturn, the School District estimates that it will need to reduce its 20XX-20XX budget by approximately \$_____ from its 20XX-20XX budget. Approximately ___% of the District's budget is staff salaries and benefits. As a result of this budget reduction, the Board has determined that [_____ non-probationary instructional staff positions will need to be cancelled] or [\$_____ in teacher salary and benefits will need to be reduced] effective _____, 20XX.

OR

Pursuant to Policy GCQA, the Board of Education of Mapleton Public Schools has determined that a program change is necessary that will require the cancellation of employment contracts of one or more non-probationary staff. As a result of this program change, the Board has determined that ___ non-probationary instructional staff positions will need to be cancelled, effective _____, 20XX.

This Statement will be transmitted to the Superintendent with the following instructions:

1. The Superintendent will transmit this Statement to all instructional staff members.
2. Within 30 days of receiving the Board's statement, the Superintendent shall submit to the Board his/her recommendations for canceling the employment of particular teachers. In making these recommendations, the Superintendent shall not be limited to considering only the teachers in the areas or programs designated by the Board in this Statement.
3. The Superintendent will accomplish the reduction in force in the manner prescribed by policy GCQA.
4. Notice to individual teachers and any resulting cancellation of employment will be in accordance with regulation GCQA-R.
5. Affected teachers will have a right to a hearing before the Board in accordance with the procedures set forth in GCQA-R.

Board President

Date