

**TERMINATION OF EMPLOYMENT
REDUCTION IN FORCE**

**DFP
(REGULATION)**

**CRITERIA FOR
DECISION**

Using the following criteria, the Superintendent shall recommend to the Board employees within the affected employment area(s) for discharge or nonrenewal because of a reduction in force. These criteria are listed in order of importance; the Superintendent shall apply them sequentially to the extent necessary to identify the employees who satisfy the criteria and are subject to the reduction in force.

1. Job Code: The code designating a specific title for a position that falls within an affected area of employment.
2. Performance: Employee effectiveness as determined by one or more of the following:
 - a. appraisal record for the current school year (in the event an employee has not been appraised during the current school year, the employee's most recent appraisal record, if any, will be considered),
 - b. other written evaluative information for the current school year,
 - c. documented disciplinary issues for the current school year,
 - d. a written plan for improvement, or a Teacher in Need of Assistance (TINA) plan for the current school year.
3. Seniority: Length of continuous service in the District will be determined by calculating continuous service in the District as measured from the employee's most recent date of employment in a position covered by DFP (Local). An authorized leave or break in District employment of less than one year shall

not be considered an interruption of continuous service.

4. Professional Background: Professional education, certification, and/or work experience related to the current or projected assignment. This factor may also include on-the-job training and experience, professional development, additional education obtained outside of the District, and participation in District-offered training.