

CLOVER PARK SCHOOL DISTRICT

Policy Series: Personnel

Policy No. 5256

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 as part of the budget development process shall review those educational programs and services which may be reduced, modified or eliminated.

When the reduction, modification or elimination of programs and/or services necessitates a reduction in staff, the district, in compliance with law, will retain staff members based upon the prioritized needs of the district.

Cross References:	Board Policy 5006	Certification Revocation
	Board Policy 5240	Evaluation of Classified, Certificated and Administrative Staff
Legal References:	RCW 28A.400.300	Hiring and Discharging Employees — Written leave policies — Seniority and leave benefits, retention upon of employees transferring between school districts and other educational employers
	28A.400.320	Mandatory termination of classified employees — Appeal — Recovery of salary or compensation by district
	28A.400.340	Notice of discharge to contain notice of right to appeal if available
	28A.405.140	Assistance for teacher may be required after evaluation
	28A.405.210	Conditions and contracts of employment — Determination of probable cause for non-renewal of contracts — Nonrenewal due to enrollment decline or revenue loss — Notice — Opportunity for hearing

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28A.405.220	Conditions and contracts of employment — Non-renewal of provisional employees — Notice — Procedure
28A.405.300	Adverse change in contract status of certificated employee — Determination of probable cause — Notice — Opportunity for hearing
28A.405.310	Adverse change in contract status of certificated employee, including non-renewal of contract — Hearings — Procedure
28A.405.470	Crimes against children — Mandatory termination of certified — employees — Appeal— Recovery of salary or compensation by district
28A.410.090	Revocation of authority to teach — Criminal basis — Complaints — Investigation — Process
41.32.240	Membership in system
41.33.020(6)	Terms and provisions of plan
41.40.023	Membership
Chapter 41.41 RCW	State Employees' Retirement — Federal Social Security
WAC 180-44-060	Drugs and alcohol — Use of as cause for dismissal
Chapter 181-86 WAC	Policies and procedures for administration of certification proceedings
181-87	Acts of Unprofessional Conduct

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Clover Park School District
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Essential