

**PARK COUNTY SCHOOL DISTRICT #6  
BOARD OF EDUCATION POLICY**

CODE: GCQA

**CERTIFIED INSTRUCTIONAL AND NON-INSTRUCTIONAL STAFF  
REDUCTION IN FORCE**

The Board of Trustees may, in its sole discretion, terminate the contract of certified instructional or certified non-instructional staff at the end of any school year because of a decrease in the size of faculty due to decreased enrollment, combining of school districts, financial need, change in programs, or other events beyond the control of the Board. In the event of a need to reduce the number of certified instructional or certified non-instructional staff, notice shall be given to the certified instructional or certified non-instructional staff whose contracts will not be renewed pursuant to W.S. 21-7-105 and 21-7-106(a) except the request for a hearing shall not apply.

If the Board for any reason elects to grant a certified instructional or certified non-instructional staff member being terminated a hearing, such hearing shall be before the Board of Trustees unless the Board elects to appoint a hearing officer to act on its behalf.

The determination as to which continuing contract certified instructional or certified non-instructional staff shall be terminated shall be based upon the recommendation of the Superintendent after consultation with other District administrators involved in the programs where the reduction will occur. The Superintendent shall make a recommendation based upon what he believes will result in providing the best educational program for the students of the School district. The Superintendent may consider any and all factors or criteria the Superintendent believes are appropriate to base his recommendation upon.

This policy shall not be applicable to initial contract certified instructional or certified non-instructional staff whose contracts may be non-renewed without applying this policy.

Adopted: 1/20/98  
Revised: 9/20/11  
Revised: 6/19/12