

**REDUCTION IN PROFESSIONAL STAFF WORK FORCE
(RIF - Reduction in Force)**

When, in the sole, exclusive and final judgement of the Board, decline in enrollment, reduction of program, or any other reason requires reduction in staff among certified personnel, the Board will accomplish this first by attrition.

If additional reduction in force is deemed necessary by the Board, the following criteria will be used:

Seniority will be determined by years of service in Sweetwater County School District Number One and Certificate Endorsement(s) by the Wyoming State Department of Education.

Where it can be demonstrated that an individual is the only person who has the requisite qualifications to teach a course or provide a specialized service of a professional educational nature by reason of his/her academic endorsement, seniority will not be the determining factor in reduction in force.

Should a tie in seniority and certification occur, a decision will lie solely with the Board upon recommendation from the Superintendent as to whom shall be retained.

Recall for personnel affected by the policy will be based on seniority by years of service in Sweetwater County School District Number One and Certificate Endorsement(s) by the Wyoming State Department of Education.

Adopted 04/08/85
Reviewed 3/13/96