

## Taos Integrated School of the Arts

### Phasing out and Elimination of Position/Reduction in Force

From time-to-time, it may be necessary to phase-out or eliminate certain job classifications or reduce the number of positions in a particular employment category. Situations that justify a RIF shall include but are not limited to the following: decrease in student enrollment, decrease in revenue, change in educational program, court order, Public Education Department order, legislative mandates, or Public Education Commission order. A RIF may occur at any time during the calendar year when the Governing Council in its discretion determines that it is justified and the procedures are prescribed. Personnel to be discharged or terminated: 1<sup>st</sup> - substandard licensure, extracurricular positions, or any other non certified positions; 2<sup>nd</sup>- Certified staff – less than three consecutive years; 3<sup>rd</sup> – Tenure staff – years of service to district (1 point for each year), training and experience determination using T&E index scores, and performance indicators using PDP's and evaluations. All RIF decisions will be evaluated by the Director and presented to the Governing Council for approval.

Revised: May 28 2013

Approved: \_\_\_\_\_

Governing Council President

Date: \_\_\_\_\_

6/12/13