

## Reduction in Professional Staff Work Force

In the unfortunate circumstance that it is necessary to reduce teaching staff, the NWBOCES Board will make decisions on staffing using the following conditions.

The NWBOCES Board may, in its sole discretion, reduce or terminate the contract of a teacher at the end of any school year because of a decrease in the size of faculty due to decreased enrollment, financial need, change in programs, or other event beyond the control of the Board. In the event of a need to reduce the number of instructional staff, notice shall be given to the teachers whose contracts will not be renewed pursuant to previous reference to W.S. 21-7-105 and 21-7-1066 shall not apply.

If the Board for any reason elects to grant a teacher being terminated a hearing, such hearing shall be before the NWBOCES Board of Trustees unless the Board elects to appoint a hearing officer to act on its behalf.

The determination as to which continuing contract teacher shall be terminated shall be based upon the recommendation of the Administrative Director. The Administrative Director shall make a recommendation based upon what he/she believes will result in providing the best educational and treatment program for the students of NWBOCES. The Administrative Director may consider any and all factors or criteria the Administrative Director believes are appropriate to base his/her recommendation upon.

This policy shall not be applicable to initial contract teachers whose contracts may be non-renewed without applying this policy.