



RISE CHARTER SCHOOL

Policy 5740: Reduction in Force

Status: ADOPTED

Original Adopted Date: July 12, 2021

Last Revised Date: February 26, 2026

Last Reviewed Date:

Reduction in Force

The Board has the responsibility to maintain a good public schools and to strive to meet the educational interest of the State, consistent with State and federal educational requirements, including the RISE Charter School's approved Charter and Performance Certificate, accreditation requirements, bylaws, continuous improvement ~~continuous improvement~~ strategic plan, and other school-based issues. However, sometimes RISE Charter School must eliminate certificated staff positions. The Board adopts this policy to provide a fair and orderly process should such elimination become necessary.

The Board has the sole and exclusive authority to determine the appropriate number of certificated employees and to eliminate certified staff positions consistent with the provisions of State law. A reduction of certified employees may occur as a result of, but not be limited to, the following examples or from other conditions necessitating reductions:

1. Decreases in student enrollment;
2. Changes in curriculum or programs
3. Staffing limitations of the RISE Charter School; or
4. Negative changes in the financial conditions of the RISE Charter School.

The need for implementation of a reduction in force or the elimination of certificated positions is left to the sole discretion of the Board. However, no such decision shall be made until after completion of the written evaluation for each certificated staff member, and the decision as to which employee(s) will be subject to the reduction in force shall not be made solely on consideration of seniority or contract status.

The Board may choose to implement a reduction in force through the elimination of:

1. An entire program or portions of programs;
2. Positions in certain grade levels only;
3. Positions by category;
4. Positions in an overall review of the RISE Charter School;
5. A portion or percentage of a position or positions; or
6. Any combination of the above.

Legal Reference:

I.C. § 33-522A District Trustees - Reduction in Force

Policy History:

Adopted on: July 12, 2021

Revised on: February 23, 2026

Reviewed on: