

## **REDUCTION IN PROFESSIONAL STAFF WORK FORCE**

A decrease in enrollment, abolition of particular subjects, a decrease in the Regional School Board's budget as approved by the appropriating bodies, the phasing out of programs, departments or grade levels and other conditions may cause a reduction in the number of staff needed in the building, program, or department.

General reduction in total personnel and redistribution of personnel within designated programs is done in accordance with Reduction in Force (RIF) Guidelines established by the executive director and reviewed and approved by the Regional School Board. The Guidelines will not provide for reductions to be made solely on the basis of seniority; they will include consideration of the performance evaluations of the teachers potentially affected by the reduction in workforce.

Adopted: December 12, 2013

Amended: October 15, 2020

Amended: April 15, 2021

Reviewed: September 19, 2024

---

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78, 22.1-304.

Cross Refs.: Pol 5005 Professional Staff Probationary Term and Continuing Contract  
Reg 5060R Regulation for Reduction in Professional Staff Work Force