
Subject: REDUCTION IN FORCE

1. This Policy shall apply only to the cancellation of employment or an employment contract for a specified term where such employment or contract must be canceled prior to its expiration. This section does not apply to termination of at-will employees, nonrenewal of employment or any other personnel action.

2. Cancellation of an employment contract pursuant to this Policy may be accomplished when necessitated by a "fiscal exigency" or a "program change."

3. No employment contract shall be canceled pursuant to this Policy without a prior hearing before the Executive Director, the Board of Directors or a designee of either.

4. A "fiscal exigency" means any significant decline in the ability of the BOCES to fund the operations of the Rocky Mountain Risk/BOCES as a result of decline in enrollment suffered by a member district(s), restrictions on revenues, increased costs or any other action, event or condition that may cause the Rocky Mountain Risk/BOCES current or projected general fund budgets to be insufficient adequately to meet all projected needs of the Rocky Mountain Risk/BOCES.

5. A "program change" means any elimination, curtailment or reorganization of Rocky Mountain Risk/BOCES' programs or schools within member districts. A program change may or may not be related to a fiscal exigency.