

## EMPLOYEES

**Policy Title: Classified Employee Reduction in Force**

**Code No. 413.5**

It is the exclusive power of the board to determine when a reduction in classified employees is necessary. Employees who are terminated due to a reduction in force will be given thirty days notice. Due process will be followed for terminations due to a reduction in force.

It is the responsibility of the superintendent to make a recommendation for termination to the board. The superintendent will consider the relative qualifications, skills, ability and demonstrated performance through evaluation procedures in making the recommendations.

Legal Reference: Iowa Code §§ 20.7, .24 (2003).

Cross Reference: 413.3 Classified Employee Suspension  
413.4 Classified Employee Dismissal

Adopted September 12, 1983  
Revised December 13, 2004