
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 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 BOCES current or projected general fund budgets to be insufficient adequately to meet all projected needs of the BOCES.

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