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**REDUCTION IN FORCE (RIF)**

When the Superintendent of the Cherokee County School District determines that the application of this reduction in force policy is necessary, it will be his/her primary responsibility to prepare a plan for reduction in force (RIF) in the affected program area(s) for School Board approval. In developing a RIF plan, the Superintendent will insure that a reduction in force does not reduce the quality of programs in the school district and that the plan complies with School Board Policy regarding Equal Opportunity Employment (GAAA). In making recommendations for elimination or downgrading of employee positions, the Superintendent may consider any position or employee.

This RIF policy will apply to all personnel employed by the School District. Nothing in this policy, however, will be construed to extend to personnel any expectation of re-employment or due process rights greater than are available to the specific employees as applicable under the Georgia Fair Dismissal Act, O.C.G.A. § 20-2-940 et seq.; nor is this policy to be construed to mandate the promotion of an employee to a position of higher rank, authority, or compensation, even though the employee who is to be terminated may be qualified or certified for a higher position, or reassignment to a lower-level position. This policy will be interpreted to afford the Superintendent maximum flexibility in determining which circumstances allow implementation of this policy.

To the extent that any provision in this policy conflicts with or is superseded by State or Federal law, the applicable State or Federal law controls.

The Superintendent will establish and maintain all necessary guidelines for administration of this policy.

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**ADOPTED: August 2, 2001**  
**REVISED: July 20, 2017**  
**REVISED: July 19, 2018**

**Cherokee County Board of Education**