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**REDUCTION IN FORCE (RIF)**

When the Superintendent of the Cherokee County School System determines that the application of this reduction in force policy is necessary, it shall be his/her primary responsibility to prepare for presentation to the Board of Education a plan for reduction in force (RIF) in the affected program area(s). In developing a RIF plan, the Superintendent shall insure that a reduction in force does not reduce the quality of programs in the school system. In making recommendations for termination or downgrading of employee positions, the Superintendent may consider any position or employee of the Cherokee County Board of Education.

This RIF policy shall apply to all professional personnel employed by the Cherokee County Board of Education. Nothing in this policy, however, shall be construed to extend to professional personnel any expectation of re-employment or due process rights greater than are available to the specific employees under the Fair Dismissal Law of Georgia; 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.

To the extent that any provision in this policy conflicts with or is superseded by State or Federal law, the applicable regulations control.

The Superintendent shall establish and maintain guidelines, as necessary, for administration of Board Policy: GBKA, Personnel Reduction in Force (RIF).

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**ADOPTED: August 2, 2001**  
**REVISED: August 21, 2008**

**Cherokee County Board of Education**