



Teacher Employment Contract Policies

When does state policy allow a reduction in force?

July 2020

This metric specifies when a school or district may implement a reduction in force. Common causes for a reduction in force include enrollment and finances. View the full 50-State Comparison: Teacher Employment Contract Policies [here](#).

STATE	WHEN DOES STATE POLICY ALLOW A REDUCTION IN FORCE?	CITATION
Alabama	Local decision. Not specified in state policy.	Ala. Code § 16-1-33
Alaska	State policy allows a reduction in force in cases of: <ul style="list-style-type: none"> - Decreased school attendance. - Basic need of the school district decreases by 3% or more from the previous year. 	Alaska Stat. Ann. § 14.20.177
Arizona	State policy allows a reduction in force in cases of: <ul style="list-style-type: none"> - Improving the efficient conduct and administration of schools in the district. - In order to effectuate economies in the operation of the district. 	Ariz. Rev. Stat. Ann. § 15-544
Arkansas	Local decision. School districts are required to have a written policy on reduction in force.	Ark. Code Ann. § 6-17-2407
California	State policy allows a reduction in force in cases of: <ul style="list-style-type: none"> - Attendance decline that exceeds the previous two-year period. - Predicted attendance decline do to the termination of an interdistrict tuition agreement. - Reduction or discontinuation of services. - Curriculum modification. - Insufficient increase in revenue limits. 	Cal. Educ. Code § 44955-44957
Colorado	State policy allows a reduction in force in cases of: <ul style="list-style-type: none"> - Drop in enrollment. - School turnaround measures. - School phase-out. - Reduction in programs. - Reduction in building, including closure, consolidation, or reconstitution. 	Colo. Rev. Stat. Ann. § 22-63-202
Connecticut	Not specified in state policy.	
Delaware	State policy allows for a reduction in force in cases of: <ul style="list-style-type: none"> - Decreased enrollment. - Decrease in education services. 	Del. Code Ann. tit. 14, § 1411

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District of Columbia	Not specified in state policy.	
Florida	Not specified in state policy.	
Georgia	State policy allows for a reduction in force in cases of: - Loss of students. - Cancellation of programs.	Ga. Code Ann. § 20-2-940
Hawaii	State policy allows for a reduction in force in cases of: - Decreased number of pupils. - Other causes over which the department has no control.	Haw. Rev. Stat. Ann. § 302A-609
Idaho	State policy allows for a reduction in force in cases of: - Curriculum or program changes. - Negative changes in the financial conditions of the school district. - Decreases in student enrollment. - Staff or highly qualified teacher limitations of the district.	Idaho Code Ann. § 33-522A
Illinois	State policy allows for a reduction in force in cases of: - Decision by the school board to decrease the number of teachers employed. - Discontinuation of some particular type of teaching service. - Reduction in the number of programs or positions in a special education joint agreement.	105 Ill. Comp. Stat. Ann. 5/24-12
Indiana	Not specified in state policy.	
Iowa	Not specified in state policy.	
Kansas	Not specified in state policy.	
Kentucky	State policy allows for a reduction in force in cases of: - Decreased enrollment. - Suspension of schools. - Territorial changes affecting a district.	Ky. Rev. Stat. Ann. § 161.800
Louisiana	State policy requires each local public school board to develop and adopt reduction in force policies that delegate decisions to the superintendent.	La. Stat. Ann. § 17:81.4
Maine	State policy allows a reduction in force in cases of: - Changes in local conditions.	Me. Rev. Stat. tit. 20-A, § 13201
Maryland	Not specified in state policy.	
Massachusetts	State policy allows a reduction in force in cases of: - Declining enrollment or other budgetary reasons.	Mass. Gen. Laws Ann. ch. 71, § 42
Michigan	Not specified in state policy.	
Minnesota	State policy allows a reduction in force in cases of: - Discontinuance of positions. - Lack of pupils. - Financial limitations or merger of classes caused by consolidations of districts	Minn. Stat. Ann. § 122A.40

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Mississippi	State policy allows a reduction in force in cases of: - Decreases in daily attendance.	Miss. Code. Ann. § 37-9-25
Missouri	State policy allows a reduction in force in cases of: - Insufficient funds. - A substantial decrease of pupil population in the school district.	Mo. Ann. Stat. § 168.221
Montana	Not specified in state policy.	
Nebraska	Local decision. School district administrator must present evidence to the school board that circumstances have changed that necessitate a reduction in force. Evidence of changed circumstances must be specifically related to the teacher or teachers to be reduced in force.	Neb. Rev. Stat. Ann. § 79-847
Nevada	State policy allows a reduction in force in cases of: - A decrease in enrollment - District reorganization.	Nev. Rev. Stat. Ann. § 391.750
New Hampshire	Local decision. Not specified in state policy.	N.H. Rev. Stat. Ann. § 189:14-a
New Jersey	State policy allows a reduction in force in cases of: - Reasons of economy justify a reduction. - Reduction in the number of pupils. - Change in the administrative or supervisory organization of the district. - Other good cause.	N.J. Stat. Ann. § 18A:28-9
New Mexico	State policy allows a reduction in force in cases of: - Decreased enrollment. - Decrease or revision of educational programs. - Insufficient legislative appropriations or authorization.	N.M. Admin. Code 6.67.3
New York	Local decision. Not specified in state policy.	N.Y. Educ. Law § 3013
North Carolina	State policy allows a reduction in force in cases of: - District reorganization. - Decrease enrollment. - Decreased funding.	N.C. Gen. Stat. Ann. § 115C-325.4
North Dakota	State policy allows a reduction in force in cases of: - The school district providing justification to the school board when not renewing a teacher's contract.	N.D. Cent. Code Ann. § 15.1-15-05
Ohio	State policy allows a reduction in force in cases of: - Financial reasons. - Territorial changes impacting the district. - Decreased enrollment. - Reduction in the number of students provided with a service through an interdistrict contract. - Termination or nonrenewal of interdistrict contracts to provide services to students.	Ohio Rev. Code Ann. § 3319.17
Oklahoma	Not specified in state policy.	Okla. Stat. Ann. tit. 70, § 6-101.31

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Oregon	State policy allows a reduction in force in cases of: <ul style="list-style-type: none"> - Lack of funds to continue an educational program at its anticipated level. - Elimination or adjustment of classes due to an administrative decision. 	Or. Rev. Stat. Ann. § 342.934
Pennsylvania	State policy allows a reduction in force in cases of: <ul style="list-style-type: none"> - Substantial decrease in enrollment in the school district. - Curtailment or alteration of an educational program upon recommendation by the superintendent. - Consolidation of schools. - District reorganization. - Economic reasons. 	24 Pa. Stat. Ann. § 11-1124
Puerto Rico	Not specified in state policy.	
Rhode Island	State policy allows for a reduction in force in cases of: <ul style="list-style-type: none"> - Substantial decrease in student population. 	16 R.I. Gen. Laws Ann. § 16-13-6
South Carolina	Not specified in state policy. However, teachers may be laid off for economic reasons.	S.C. Code Ann. § 59-25-415
South Dakota	Not specified in state policy.	
Tennessee	State policy allows for a reduction in force in cases of: <ul style="list-style-type: none"> - Decreased enrollment. - Other good reasons. 	Tenn. Code Ann. § 49-5-511
Texas	Not specified in state policy.	Tex. Educ. Code Ann. § 21.157
Utah	State policy allows for a reduction in force in cases of: <ul style="list-style-type: none"> - Declining enrollment. - The termination or reduction of a particular service or program. - Shortage of anticipated revenue after the budget has been adopted. - School consolidation. 	Utah Code Ann. § 53G-11-516
Vermont	Not specified in state policy.	
Virginia	State policy allows for a reduction in force in cases of: <ul style="list-style-type: none"> - Decrease in enrollment. - Abolition of particular subjects. - Decrease in the school board's budget following approval by the appropriating body. 	Va. Code Ann. § 22.1-304
Washington	State policy allows for a reduction in force in cases of: <ul style="list-style-type: none"> - Enrollment decline. - Revenue loss. 	Wash. Rev. Code Ann. § 28A.405.210
West Virginia	Not specified in state policy.	
Wisconsin	State policy allows for a reduction in force in cases of: <ul style="list-style-type: none"> - Substantial decrease of pupil population. 	Wis. Stat. Ann. § 118.23
Wyoming	Not specified in state policy.	