

Kimberly School District #414  
REGULAR BOARD MEETING FY26

THURSDAY, APRIL 16, 2026

AGENDA # 11-1 - 2<sup>ND</sup> READING ADOPT 5470, 5470P, 5740F REDUCTION IN FORCE

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At the direction of the Board following the tabling of Policy 5740 and Procedure 5740P at the previous meeting, the District conducted further review to ensure that appropriate safeguards and transparency measures are clearly addressed within the proposed framework for a reduction in force (RIF).

Upon additional review, it was confirmed that the items discussed by the Board, specifically advance notification to affected staff and the opportunity for employees to review and ensure the accuracy of their personnel records, are already incorporated within the proposed Procedure 5740P. The procedure outlines advance written notice of a potential RIF, along with a defined process and timeline for staff to review their personnel files and submit corrections for consideration prior to final determinations.

In response to Board feedback, the District has also strengthened the proposed procedure by incorporating signature acknowledgment on the evaluation matrix form used in the RIF process. This addition ensures that employees formally verify the information being used and provides an added layer of transparency and accountability.