Policy 13: Staff Reductions

Purpose:

The Board's ability to retain staff employed within the District is dependent on a number of factors. These factors include:

1. Student enrolment
2. Financial support
3. Program requirements
4. Facilities

If any changes in these factors warrant a reduction in the number of staff, the reduction shall be determined after considering the best interests of the students, parents and community.

Background

The *Education Act* empowers the Board to terminate employment in those cases where the total number of staff required by the District is decreased.

Responsibilities

The Board shall follow the *Canada Labour Code, NWT Employment Standards Act* and all Collective Agreements signed with staff.

References/Related Documents:

- *Education Act*
- YK1 Administrative Procedures

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Revision History			
Revision	**Revision Description**	**Approval Date**	**Reviewed**
1-3	Adopted and revised before the revision table was included. Going forward a summary for the changes will be included	May 2008 June 2011 June 2017	Reviewed by 2022-2026 Board
4	Updated – revised title, added Background as a sub-title, removed "Specifically" section, and added the Responsibilities section.	April 2026	Fall 2025 & early winter 25/26