



Broward  
Community  
College

## Policy Manual

<b>Title:</b> Reduction in Force	<b>Number:</b> 6Hx2-3.30
<b>Legal Authority:</b> Fla. Statutes 240.319 (3)(l)	<b>Page:</b> 1 of 1

Should the Board have to choose from among its personnel as to which should be retained, such reductions shall be based on objective, reasonable, and non-discriminatory standards which (1) shall not be arbitrary or capricious and (2) shall not deprive employees of other rights conferred by the laws of the State of Florida or the United States. Whenever the College is required to or does consolidate or reduce its program, the President shall recommend to the Board of Trustees, on the basis of the foregoing criteria, which College employees shall be retained for service at the College and which College employees shall be dismissed. The decision of the Board shall not be controlled by any previous contracted relationship. The decision of the Board shall be final. The President is authorized to issue procedures concerning reduction in force of non-bargaining unit College employees.

**Employees in Bargaining Units.** Reductions in force for employees in bargaining units shall be determined in accordance with contract provisions.

[Link to Procedure A6Hx2-3.30](#)

**History:** Issued as Policy 3.43 on Decembere 16, 1986; revised and re-numbered on May 21, 1997

<b>Approved by the Board of Trustees</b>	<b>Date</b> 05/21/97	<b>President's Signature</b> 	<b>Date</b> 05/21/97
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