

1 State of Arkansas  
2 94th General Assembly  
3 Regular Session, 2023  
4

# A Bill

SENATE BILL 510

5 By: Senators Irvin, J. English  
6 By: Representatives G. Hodges, Painter  
7

## For An Act To Be Entitled

9 AN ACT TO AMEND THE CRITERIA CONSIDERED IN A SCHOOL  
10 DISTRICT'S REDUCTION-IN-FORCE POLICY; AND FOR OTHER  
11 PURPOSES.  
12  
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## Subtitle

15 TO AMEND THE CRITERIA CONSIDERED IN A  
16 SCHOOL DISTRICT'S REDUCTION-IN-FORCE  
17 POLICY.  
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20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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22 SECTION 1. Arkansas Code § 6-17-2407 is amended to read as follows:  
23 6-17-2407. Reduction in force procedure – Definition.

24 (a)(1) It is the public policy of the State of Arkansas that each  
25 school district shall have a written policy on reduction in force based upon  
26 ~~objective~~ criteria for a layoff and recall of employees, which shall include  
27 without limitation an employee's:

- 28 (A) Merit;
- 29 (B) Ability;
- 30 (C) Attendance;
- 31 (D) Performance; and
- 32 (E) Effectiveness.

33 (2) The following shall not factor more than fifty percent (50%)  
34 of the total criteria used by a school district in its written policy on  
35 reduction in force:

- 36 (A) An employee's seniority;



1                   (B) An employee’s length of service with the school  
2 district;

3                   (C) An employee’s total professional development hours;  
4 and

5                   (D) The education level of an employee.

6           (b) A “layoff” is an unavoidable reduction in the workforce beyond  
7 normal attrition.

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