



Board of Education Agenda Abstract

Meeting Date: April 9, 2026
Agenda Type: Discussion and Action

Subject: Recommendation for Approval of Reduction in Force (RIF) Plan

Division:	Human Resources	Department:	Human Resources
Person Responsible:	Dr. Rodney Trice, Superintendent; Dr. Ashauna Harris, Chief Human Resources Officer; Jonathan Scott, Chief Financial Officer	Feedback Requested From:	Board of Education, District Cabinet, and BOE Legal Counsel

Strategic Plan Alignment: Equitable and Transparent Fiscal Stewardship and Operations

Previous Work Session (Y/N):	Yes	Date:	March 19, 2026
Previous Discussion and Action (Y/N):	No	Date:	

Attachment(s):

[Spring 2026 CHCCS Reduction in Force Plan.pdf](#)
[2026 Proposed Plan for Spending Reductions Slide Deck 4-9-26.pdf](#)

PURPOSE:

Budget uncertainty at the state and local levels, declining enrollment and the associated reduction in state funding, rising operational costs, and increasing pressure on local funding formulas tied to per-pupil allocation are challenges CHCCS is currently facing. Taken together, these realities require us to make thoughtful but challenging adjustments to ensure the long-term stability of our district.

Central office and central services are not immune to the organizational adjustments required by declining enrollment. Demographic projections indicate that CHCCS may serve approximately 9,500 students within the next decade. We cannot continue to structure and staff ourselves as though we are still serving 12,000 students. Aligning our central staffing model to the size of our student population is a necessary step toward fiscal responsibility.

This recommendation reflects our commitment to protecting student-facing and classroom-facing positions and experiences to the greatest extent possible. In times of financial constraint, our priority must remain direct instruction, student support, and the daily learning experiences that take place in our classrooms. That commitment has guided this proposal. This recommended action is part of a broader, long-term approach described as “stabilization before innovation” which includes first securing a sound and sustainable financial foundation. Stabilization means building a balanced, durable budget that reflects our current enrollment realities and positions us to make future investments from a place of fiscal strength rather than financial strain. This recommended action

is one of the steps to becoming a smaller, stronger, and more focused CHCCS.

BACKGROUND:

At the most recent Board of Education meeting on March 19, 2026, District Administration shared the current financial reality of the school district and presented three possible funding scenarios that presented varying financial outcomes for the school district. In order to prepare for any possible scenario and thus prevent an emergency funding shortfall while also rebuilding our fund balance for district innovation, a Central Office and Auxiliary Services Reduction in Force is recommended.

FINANCIAL IMPACT:

If approved, this recommendation will result in \$2.7 Million (updated) annual savings.

PERSONNEL IMPACT:

If approved, this recommended Reduction in Force will reduce 22 (updated) positions that primarily serve Central Office or provide Auxiliary services to schools.

SUGGESTED ACTION: Seeking CHCCS Board of Education Approval of the Reduction in Force Plan as outlined in the accompanying plan.

RESOLUTION: Seeking CHCCS Board of Education Approval of the Reduction in Force Plan as outlined in the accompanying plan.