



Board of Trustees
Executive Summary of Board Agenda Item

TITLE:

Discuss and Take Appropriate Action Regarding Employment Areas to be Subject to Reduction in Force Due to Financial Exigency under Board Policy DFFA (Local)

JUSTIFICATION STATEMENT:

To implement a reduction in force due to financial exigency by designating the employment areas to be affected pursuant to Board Policy DFFA-Local

PURPOSE OF AGENDA ITEM: Action

TO BE HELD IN: Open Session

TEXAS GOVERNMENT CODES:

AUTHORITY FOR ACTION: Legal/Local Policy

STAFF RESPONSIBLE: Brian Lusk, Ed. D., Superintendent

DISTRICT IMPROVEMENT PLAN OBJECTIVE, GOAL, OR NEED ADDRESSED:

SUMMARY:

A reduction in force takes place after the Superintendent recommends, and the Board adopts, a resolution declaring financial exigency. A determination of financial exigency constitutes sufficient reason for nonrenewal or sufficient cause for discharge.

Under Board Policy DFFA (Local) when a reduction in force is to be implemented, the Superintendent shall recommend the employment areas to be affected. It is recommended that Board designate the following employment areas to be affected by the Reduction in Force Due to Financial Exigency:

Probationary Contracts Years 1, 2, and 3 employees unassigned or in temporary staff teacher positions;

Campus and/or department Probationary Contracts Years 1 and 2 at the following campuses and/ or departments: Address High School, Austin High School, Barron Elementary School, Bliss Elementary School, Bobby Joe Hill PK-8, Bowie High School, Brown Middle School, Burges High School, Canyon Hills Middle School, Chapin High School, Clendenin Elementary School, Coach Archie Duran Elementary, Coach Wally Hartley PK-8, Coldwell Elementary School, Coronado High School, Delta Academy, Don Haskins PK-8, Dr. Josefina V. Tinajero PK-8, El Paso High School, Franklin High School, Guerrero Elementary School, Hart Elementary School, Hawkins Elementary School, Herrera Elementary School, Hillside Elementary School, Hornedo Middle School, Irvin High School, Jefferson High School, Lamar Elementary School, Logan Elementary School, Magoffin Middle School, Milam Elementary School, Moreno Montessori, Moyer Elementary School, Park Elementary School, Polk Elementary School, SPED Instructional Services, Telles Academy, Tippin Elementary School, Tom Lea Elementary School, Torres Elementary School, Whitaker Elementary School, Wiggs Middle School, Young Women's Academy, and Zach White Elementary School, with the following teaching positions and titles: High School AP Math Combo, Elementary Physical Education, High School AP Science Combo, Early Childhood, Elementary 2nd Grade, Middle School Science, Business, High School AP Social Studies Combo, High School Science Combination, High School EL English Teacher, High School Social Studies, Elementary 3rd Grade, Early Childhood Collaborative, Elementary 1st Grade, Middle School Social Studies, Prekindergarten, High School AP English Combo, Middle School Social Studies Combo, Elementary 4th Grade, High School Social Studies Combination, Kindergarten, Staff Teacher, Elementary 5th Grade, High School English, Middle School Math, High School Mathematics, Middle School Physical Education, and High School Science;

Academics - Advanced Academics, Facilitator Planetarium positions (1 position);

Academics - Early Childhood Learning, Facilitator Early Childhood Learning positions (1 position);

Occupational Therapist positions (1 position);

Diagnostician positions (13 positions);

High School Graduation Coach positions (10 positions);

High School Testing Coordinator positions (10 positions);

Instructional Coach positions (16 positions);

Special Education Department, Climate Behavior Specialist positions (8 positions);

Strategic Planning, Analytics, & Accountability Department, Coordinator Assessment positions (1 position);

Strategic Planning, Analytics, & Accountability Department, Coordinator Accountability position;

Master Social Worker Bilingual positions (4 positions);

School Psychologist positions (3 positions); and

School Psychologist Bilingual positions (1 position).

ADMINISTRATIVE RECOMMENDATION/MOTION:

It is recommended that the Board designate the following employment areas to be affected the Reduction in Force Due to Financial Exigency:

Probationary Contracts Years 1, 2, and 3 employees unassigned or in temporary staff teacher positions;

Campus and/or department Probationary Contracts Years 1 and 2 at the following campuses and/ or departments: Andress High School, Austin High School, Barron Elementary School, Bliss Elementary School, Bobby Joe Hill PK-8, Bowie High School, Brown Middle School, Burges High School, Canyon Hills Middle School, Chapin High School, Clendenin Elementary School, Coach Archie Duran Elementary, Coach Wally Hartley PK-8, Coldwell Elementary School, Coronado High School, Delta Academy, Don Haskins PK-8, Dr. Josefina V. Tinajero PK-8, El Paso High School, Franklin High School, Guerrero Elementary School, Hart Elementary School, Hawkins Elementary School, Herrera Elementary School, Hillside Elementary School, Hornedo Middle School, Irvin High School, Jefferson High School, Lamar Elementary School, Logan Elementary School, Magoffin Middle School, Milam Elementary School, Moreno Montessori, Moyer Elementary School, Park Elementary School, Polk Elementary School, SPED Instructional Services, Telles Academy, Tippin Elementary School, Tom Lea Elementary School, Torres Elementary School, Whitaker Elementary School, Wiggs Middle School, Young Women's Academy, and Zach White Elementary School with the following teaching positions and titles: High School AP Math Combo, Elementary Physical Education, High School AP Science Combo, Early Childhood, Elementary 2nd Grade, Middle School Science, Business, High School AP Social Studies Combo, High School Science Combination, High School EL English Teacher, High School Social Studies, Elementary 3rd Grade, Early Childhood Collaborative, Elementary 1st Grade, Middle School Social Studies, Prekindergarten, High School AP English Combo, Middle School Social Studies Combo, Elementary 4th Grade, High School Social Studies Combination, Kindergarten, Staff Teacher, Elementary 5th Grade, High School English, Middle School Math, High School Mathematics, Middle School Physical Education, and High School Science;

Academics - Advanced Academics, Facilitator Planetarium positions (1 position);

Academics - Early Childhood Learning, Facilitator Early Childhood Learning positions (1 position);

Occupational Therapist positions (1 position);

Diagnostician positions (13 positions);

High School Graduation Coach positions (10 positions);

High School Testing Coordinator positions (10 positions);

Instructional Coach positions (16 positions);

Special Education Department, Climate Behavior Specialist positions (8 positions);

Strategic Planning, Analytics, & Accountability Department, Coordinator Assessment positions (1 position);

Strategic Planning, Analytics, & Accountability Department, Coordinator Accountability position;

Master Social Worker Bilingual positions (4 positions);

School Psychologist positions (3 positions); and

School Psychologist Bilingual positions (1 position).

FUNDING SOURCE: ACCOUNT NO.:

FISCAL IMPACT AND COST:

IMPACT ON OTHER FUCTIONS/OPERATIONS:

CONSEQUENCES OF NON-APPROVAL:

The Superintendent will not be able to implement the reduction in force.

IMPLEMENTATION TIMELINE:

Immediately upon approval.

COMMENTS RECEIVED, IF ANY:

ATTACHMENTS:

[DFFA\(LOCAL\) \(3\).pdf](#)