

## **2012-13 DISTRICT TRANSFER UPDATE**

### **POLICY ISSUE/SITUATION:**

The District is in conversations with the Beaverton Education Association (BEA) to determine how the transfer process during a reduction in force can be improved.

### **BACKGROUND INFORMATION:**

Under normal circumstances, the District's transfer process works effectively, and no changes are recommended. However, the process changes during a reduction in force due to statutory and contractual requirements.

In late July, the District announced 204 teacher layoffs and 365 teacher transfers. This was the result of reducing \$142 million over the last four years and the largest reduction in force in the history of the Beaverton School District.

The District and BEA are committed to identifying ways to improve the current situation and future reduction in force transfer processes. Key to being able to make improvements will be to begin the school staffing process months earlier than has occurred over the past four years. This will allow critical time to make transfer adjustments prior to August payroll.

Final recommendations will be provided prior to winter break 2012.

### **RECOMMENDATION:**

It is recommended that the Board receive this update and have an opportunity to ask questions.