

**School Board Meeting:**  
**Subject:**  
**Presenter:**

**April 27, 2009**  
**Human Resources**  
**Moreen Martell**

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**SUGGESTED SCHOOL BOARD ACTION:**

Recommend approval of the consent agenda

**DESCRIPTION:**

On November 24, 2008, the School Board approved the 2009-10 budget reduction plan. The plan included administrative, instructional support and operations/maintenance reductions.

**Administrative**

\$25,000 Additional Administrative Office Reductions – Clerical, Supplies, etc

Last year, budget reductions of office staff occurred at the buildings by reducing days of employees rather than eliminating positions. To meet the 2009-10 budget reductions, nine district office employees will see a reduction in the number of days worked next year. In addition, one district office employee will be reduced one hour per day. The reductions in days and hours of employees, by staff member, are detailed in the consent agenda.

**Instructional Support**

\$100,000 Additional Paraprofessional Staff Reductions – 6.5 FTE

In addition to the \$100,000 reduction listed above, further paraprofessional reductions were identified due to restructuring the technology division, unknown Title I allocations for next year and the reduction of positions/hours added this year in special education using federal carryover funds.

The paraprofessional master agreement allows reductions of 45 minutes or less per day which does not constitute layoff. Approximately eight positions were kept by reducing employees by 15, 30 or 45 minutes beginning next year; eighteen probationary employees will be terminated; seven will be reassigned to different sites and one employee resigned. There will not be non-probationary paraprofessionals on layoff as a result of reductions. The reductions, by staff member, are detailed in the consent agenda.

**Operations/Maintenance**

\$70,000 Additional Custodial Staffing Reductions – 2.0 FTE

Reductions include 1.5 custodial positions and .5 of the AV position. One part-time probationary custodian will be terminated and the remaining reductions will be recognized as a result of a part-time person on long-term leave of absence and a mid-year retirement. Reductions in staff are at BCMS, HES, NES, PES and TES. The reductions, by staff member, are detailed in the consent agenda.