

McKinney Independent School District
#1 Duvall Street, McKinney, Texas 75069

To: Board of Trustees
From: Shawn Pratt, Superintendent
Subject: Consideration and Approval of Reduction in Force due to a Program Change and Consideration and Approval of Employment Areas Affected for Reduction in Force
Date: February 24, 2025

This item is brought forward to facilitate the ability of departments to implement a reduction in force due to a program change and identification of term contract employment areas affected for the reduction in force. Specifically, pursuant to Board Policy DFFB (LOCAL), in order to implement a reduction in force impacting employees on a term contract, the Board must approve a reduction in force due to a program change. Subsequently, if the Board approves the reduction in force, the Superintendent must identify for Board approval the employment areas that may be affected. This agenda item includes the recommendation to conduct a reduction in force due to a program change and, if approved, a recommendation to identify the employment areas for certain positions in the central office. By approval of these recommendations, including the employment areas affected, District departments have the flexibility to redirect resources, improve efficiency, reorganize and/or consolidate departments / programs, and effectuate a budget reduction, if necessary.

Program change is defined by board policy as “any elimination, curtailment, or reorganization of a program, department, school operation, or curriculum offering, including, for example, a change in curriculum objectives; a modifications of the master schedule; the restructuring of an instructional delivery method; or a modification or reorganization of staffing patterns in a department, on a particular campus, or District-wide.”

This item does not identify specific employees to be impacted. In the event a department identifies employees within the employment areas affected, the names of the impacted individuals will be brought back to the Board as a separate personnel agenda item.

The Superintendent has determined that a program change is necessary under Board Policy DFFB (LOCAL). Any contract action required to complete the program change will be conducted in the current school year in preparation for the 2025-2026 school year.

The employment areas to be impacted are listed below:

- Teaching and Learning Coordinators
- Health Services Coordinators

Impact Statement: Develop a comprehensive financial plan that demonstrates transparency, good stewardship, and efficiency.

It is recommended: That the Board approve a reduction in force due to a program change and, if approved, the recommended employment areas affected by the reduction in force.

Resource Person(s): Alana Chisum

Respectfully submitted,

Shawn Pratt
Superintendent

Alana Chisum
Assistant Superintendent
Human Resources