SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: May 3, 2017

Purpose: ☐ Report Only   ☐ Recognition   ☒ Discussion/ Possible Action

Presenter(s):   Monica Lopez, Human Resource Director

Item Title:

Discussion and possible action to approve bilingual program change and identification of affected teaching fields and employment areas for purposes of a reduction-in-force of Chapter 21 term and continuing contract employees.

Description:

The Superintendent of Schools, after careful review of all available relevant information, is recommending a program change to the District's bilingual program. The change is to convert from maintaining such a program at every campus to a cluster model, which means that the programs will be housed at certain campuses within the District and eligible students will attend the school offering the program within their cluster. This program change will reduce costs and allow for more efficient delivery of bilingual services. This change will result in the District having an excess number of bilingual teachers.

Pursuant to Board Policies DFFB (Local) and DFFC (Local), as part of this change, the Superintendent has identified that the affected teaching fields and employment areas subject to a reduction-in-force. The affected employment areas are bilingual teachers throughout the District. The District will follow the applicable Board policies and also make every effort to place affected teachers at other available positions for which they may be qualified.

District Goal:

Goal 4 We will recruit, attract, retain, and develop exceptional personnel in order to accomplish the goals of the school community.

Funding Budget Code and Amount:	CFO Approval

APPROVAL ROUTE	SIGNATURE	DATE
Principal/Director:	_Monica Lopez_	4/21/17
Executive Director:		
Chief Administrator:	_M. Balderaz_	4/21/17
Superintendent:	_A. Saavedra M.D._	4/27/17

RESOLUTION OF THE SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

RESOLUTION DECLARING PROGRAM CHANGE

WHEREAS, The Superintendent of Schools has decided it is in the best interest of the District to restructure the organization of the District's Bilingual Program. The change is to convert from maintaining such a program at every campus to a cluster model, which means that the programs will be housed at certain campuses within the District and eligible students will attend the school offering the program within their cluster. This program change will reduce costs and allow for more efficient delivery of bilingual services. This change will result in the District having an excess number of bilingual teachers; and

WHEREAS South San Antonio Independent School District Board Policy DFFB (Local) authorizes the Superintendent to recommend and the Board of Trustees to approve a District Program Change, which constitutes sufficient reason for non-renewal for District Employees who currently have a Chapter 21 Term Contract; and,

WHEREAS, South San Antonio Independent School District Board Policy DFFC (Local) authorizes the Superintendent to recommend and for the Board of Trustees to adopt a resolution declaring a need to reduce District Personnel who currently have a Chapter 21 Continuing Contract and,

WHEREAS, South San Antonio Independent School District Board Policies DFFB and DFFC (Local) require for the Superintendent of Schools to recommend employment areas and teaching fields to be affected as a result of the District Program Change; and,

WHEREAS, South San Antonio Independent School District Board Policies DFFB and DFFC (Local) require that the Superintendent shall apply specific criteria to employees within the affected teaching fields or employment areas; and,

WHEREAS, South San Antonio Independent School District Board Policies DFFB and DFFC (Local) require that District Employees who are affected by a Reduction in Force be considered for available positions if he/she received a noticed or proposed non-renewal or discharge as a result of the Reduction in Force.

NOW, THEREFORE BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT:

SECTION 1. That the facts and recitations contained in the preamble of this Resolution are hereby found and declared to be true and correct.

SECTION 2. That the Board is authorized by the provisions of South San Antonio Independent School District Board Policies DFFB and DFFC (Local) to declare a need for a program change and a need to reduce personnel on continuing contracts as a result of efforts to improve efficiency and a reorganization of a district wide program.

SECTION 3. That the Board finds and declares a need to reduce personnel on continuing contracts and on term contracts in the affected teaching fields and employment areas affected by this program change as a result of efforts to improve efficiency and a reorganization of a district wide program.

SECTION 4. That the Board finds and declares, at the recommendation of the Superintendent, that the teaching fields and employment areas to be affected as a result of efforts to improve efficiency and a reorganization of the District's bilingual program are all chapter 21 term and continuing contract bilingual teachers.

SECTION 5. That the Board directs that upon passage of this Resolution, the Superintendent shall implement the requirements of South San Antonio Independent School District Policies DFFB (Local) and DFFC (Local) for this Reduction in Force based on a program change, and implement it by making recommendations to the Board regarding the termination, proposed termination and/or proposed nonrenewal of Chapter 21 employees currently working in the affected employment areas and teaching fields, as set forth above in this Resolution.

EXECUTED this the 3rd day of May 2017.

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

By: _____
ANGELINA OSTEGUIN
President
Board of Trustees
South San Antonio Independent School District

ATTEST:

_____
LINDA LONGORIA

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Secretary
Board of Trustees
South San Antonio Independent School District