



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 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 as a result of the consolidation of two or more individual schools and efforts to improve efficiency.

Description:

The Superintendent of Schools, after careful review of all available relevant information, is recommending a program change as a result of efforts to improve efficiency and the consolidation of two or more individual schools. The Board of Trustees voted, at the recommendation of the Superintendent, to suspend the operations at Kazen Middle School, Athens Elementary, and to close the District's Alternative School Program. This program change will reduce costs and allow for more efficient delivery of instruction to the students of the District. This change will result in the District having an excess number of teacher and administrative positions.

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 areas are the Chapter 21 Contract employees at Kazen Middle School, the Alternative School Program, and Athens Elementary School. 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

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| APPROVAL ROUTE | SIGNATURE | DATE |
|----------------------|---------------------|----------------|
| Principal/Director: | <u>Monica Lopez</u> | <u>4/21/17</u> |
| Executive Director: | <u>[Signature]</u> | <u>4/21/17</u> |
| Chief Administrator: | <u>[Signature]</u> | <u>4/27/17</u> |
| Superintendent: | <u>[Signature]</u> | <u>4/27/17</u> |

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

RESOLUTION DECLARING PROGRAM CHANGE

WHEREAS, on April 19, 2017 the South San Antonio Independent School District voted to temporarily suspend operations and to consolidate Athens Elementary and Kazen Middle School and to close the District's Alternative School Program, at the recommendation of the District's Administration; 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, a change in enrollment, and the consolidation of two or more individual schools.

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, a change in enrollment, and the consolidation of two or more individual schools.

SECTION 4. That the Board finds and declares, at the recommendation of the Superintendent, that the teaching fields and employment areas to be affected are all Chapter 21 Term and Continuing Contract Employees currently assigned to Athens Elementary and Kazen Middle School, as well as all such Chapter 21 contract employees assigned to the District-wide Alternative School Program.

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:

**SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
RESOLUTION DECLARING PROGRAM CHANGE**

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LINDA LONGORIA
Secretary
Board of Trustees
South San Antonio Independent School District