

**Cedar Hill Independent School District  
BOARD OF TRUSTEES**

**Meeting Date:** February 28, 2011

**Presented by:** Mr. Horace Williams, Superintendent of Schools

**Subject:** Consideration and possible action to identify the Employee Area(s) to be affected by a reduction in force due to the financial exigency requiring the proposed nonrenewal and termination of term contract employees.

**ACTION ITEM**

**BOARD GOAL:**

Recruit, develop and retain highly qualified employees in an environment that embraces diversity.

**BACKGROUND INFORMATION:**

Due to the funding shortfall at the State level, districts are experiencing budget constraints. As a result our district is considering every possible option to alleviate budget constraints up to and including personnel and non-personnel expenses.

**RECOMMENDATION:**

Administration recommends the Board move to identify the employee area(s) to be affected by a reduction in force due to the financial exigency previously declared by the Board and requiring the proposed nonrenewal and termination of one or more employees serving under term contracts.

**BOARD ACTION REQUIRED:**

Motion to approve the identified employee area(s) to be affected by a reduction in force due to financial exigency requiring the proposed nonrenewal and termination of one or more employees serving under term contracts.

**POLICY AUTHORIZATION:**

DFF (LOCAL)

**CONTACT PERSON:**

Michael McSwain, Chief Financial Officer  
Shana Nix, Executive Director of Human Resources

**FUNDING SOURCE:**

N/A

**ENCLOSURES:**

List of recommended employee areas to be provided at a later date but, prior to the February 28, 2011 board meeting.