



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: June 21, 2011

TITLE: 2012 Reduction in Force Plan Update

BACKGROUND: As the Governing Board will recall, the Arizona Legislature's passage of HB 2011 in November 2009 necessitated a new approach to staffing reductions in force (RIF), because the law prohibited procedures which relied upon seniority and tenure status. A new approach was consequently developed through the Meet and Confer process and through a survey open to all certificated district staff members. The Board approved a new policy and RIF process in February of this year. Since that time, the new policy and process has been implemented.

This item is presented to provide an update of the RIF Plan document and the status of its implementation. The updated RIF plan is attached.

The new process has proceeded very well – as well as might be expected in any circumstance involving the inherent difficulties of a reduction in force and the impact which such a process can have on staff members and district culture. Fortunately, as anticipated, the impact upon staff members who would normally be receiving offers of employment for next year has been minimized. Most certificated employees affected by the loss of their position at one site will be placed at other sites.

The decline of enrollment has, however, has also impacted the ability of the District to provide full contracts to some personnel – particularly specialist positions and positions limited by the number of sections required to meet student and programmatic needs. Efforts to restore positions as much as possible in these situations will continue.

Staff will provide a presentation concerning the RIF process and implementation during the Board's meeting.

RECOMMENDATION: The administration recommends that the Governing Board approve the attached update to the Reduction in Force Plan.

INITIATED BY:

Todd A. Jaeger, Associate to the Superintendent

Date: June 15, 2011

Vicki Balentine, Ph.D., Superintendent