

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

**RESOLUTION IDENTIFYING REDUCTION IN FORCE AFFECTED EMPLOYMENT
AREAS**

WHEREAS, on August 22, 2018 the South San Antonio Independent School District voted to declare a financial exigency; and

WHEREAS South San Antonio Independent School District Board Policy DFFA (Local) authorizes the Superintendent to recommend and the Board of Trustees to approve a Reduction in Force on the basis of a financial exigency, which constitutes sufficient reason for mid-contract termination and non-renewal for District Employees who currently have a Chapter 21 Term Contract and Probationary Contract; and,

WHEREAS, South San Antonio Independent School District Board Policy DFFA (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 Policy DFFA (Local) require for the Superintendent of Schools to recommend employment areas and teaching fields to be affected as a result of the declaration of a financial exigency; and,

WHEREAS, South San Antonio Independent School District Board Policy DFFA (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 Policy DFFA (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 DFFA (Local) to declare a need for a Reduction in Force and a need to reduce personnel on continuing, probationary, and term

contracts as a result of a decline in enrollment of more than 10 percent in the last five years,

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 Reduction in Force due to a financial exigency.

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, Probationary, and Continuing Contract Employees currently assigned to music departments at Price, Hutchins and Carrillo Elementary Schools, as well as all such Chapter 21 contract employees assigned to the Nursing Department at Palo Alto Elementary.

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 Policy DFFA (Local) for this Reduction in Force based on a financial exigency, 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 22nd day of August 2018.

**SOUTH SAN ANTONIO INDEPENDENT
SCHOOL DISTRICT**

By: _____

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

ATTEST:

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ELDA FLORES
Secretary
Board of Trustees
South San Antonio Independent School District