

CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT
BOARD OF EDUCATION

Subject: **Consider Possible Voluntary Resignation Program & Resolution**

Related Pages: (provided at meeting)

Presented by:
Chris duBois
Superintendent

ACTION

BACKGROUND INFORMATION

The Board has requested this deliberation item on this agenda.

We had a successful Voluntary Resignation Program in 2011. Trustees must make a determination that such a program and any associated payments to resigning staff would serve a compelling public interest. Meeting statutory and regulatory budget and staffing goals would constitute such compelling interest.

Appropriate Resolution documents as prepared by Counsel will be available for discussion at the meeting.

ADMINISTRATIVE RECOMMENDATION

A Voluntary Separation Incentive Program may be very appropriate if Trustees are dedicated to affecting staffing counts now and beyond the 2012-2013 school year.

Generally, support positions are not contracted and there is no obligation to offer any fiscal incentive to reduce at-will support staff. However, Trustees determined in 2011 to include at-will staff slots in their approved Incentive program. At-will position counts continue to be relatively high for CCCCS D according to state standards for fiscal responsibility.

If there is not a commitment to reduce existing staffing permanently, an Incentive Program would not be recommended.

APPROVAL/DISAPPROVAL