



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

DATE OF MEETING: January 11, 2011

TITLE: Study of Proposed Governing Board Policy GCQA and District Regulation GCQA-R Regarding Professional Staff Reduction In Force

BACKGROUND: On May 11, 2010, the Governing Board repealed Policy GCQA Regarding Professional Staff Reduction In Force and Policy GDQA Regarding Support Staff Reduction in Force. That action was taken in response to the passage of House Bill 2011 in November 2009 and to ensure compliance with current law.

HB 2011 changed many long-standing provisions of Arizona law concerning the employment rights of teachers traditionally arising out of seniority, as well as due process protections for teachers, and teacher association privileges.

Among other things, the changes made include prohibition of school district policies that give employment retention priority to teachers based on tenure or seniority in situations where the workforce must be reduced. Also prohibited by the changes in law were policies that gave preferred rights of rehire (recall) in order of seniority to teachers who have been laid off or reduced in force. The now-repealed Policy GCQA contained those types of provisions.

The validity of HB 2011 was challenged; the results of that litigation are still not known. However, in August 2010, a new bill (HB 2227) containing the same provisions became law, retroactive to November 2009.

Current Status

This past Fall semester the Meet-and-Confer teams began meeting to develop new policies that would comply with HB 2011 and/or HB 2227. Language was agreed upon and is presently being incorporated into a new draft policy and regulation.

RECOMMENDATION: None at this time. Drafts of proposed policy GCQA and its regulation will be presented in advance of the Board meeting for the Board's study and discussion.

INITIATED BY:

A handwritten signature in cursive script that reads "Todd A. Jaeger".

Todd A. Jaeger, Associate to the Superintendent

Date: January 4, 2011

A handwritten signature in cursive script that reads "Vicki Balentine".

Vicki Balentine, Ph.D., Superintendent