

ATTACHMENT V:

Public Hearing – Reduction of Tenured Teachers

According to school code, the Board must hold a public hearing prior to dismissing five or more tenured teachers or more than 150% of the average from the previous three years. As the district has dismissed only one tenured teacher in the last three years, a public hearing is required. The working assumption is that a public hearing must only be held if you are honorably dismissing five or more teachers. However, as the code isn't clear, it is better to hold the hearing and be safe.

This year, we are following the new dismissal process for certified staff. So, staff will be dismissed based upon evaluations and years of service is only to be considered in the case of a tie. We will be reducing one high school math position and three K-12 physical education positions. We currently have 4.6 F.T.E. for high school math and we are anticipating a lower need for next year based upon current student requests. I am recommending that Randy Hammond be honorably dismissed through a reduction in force.

Similarly, we anticipate a reduction in PE staffing needs as we are able to reduce the NBHS FTE from 3.1 to 2.5. We will also see a reduction at the K-4 level as the number of sections will be reduced from about 32 to 28. We will similarly reduce art staffing at the K-4 level but due to a retirement, no reduction in force is necessary. In addition, I am recommending dismissing one extra FTE in case we need to hire a driver education /PE staff member due to a potential internal promotion. Therefore, I am recommending that Louise Glon, Josh Conkling, and Deon Dinsmore be honorably dismissed through a reduction in force.