

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 continue to follow the PERA dismissal process for certified staff. So, staff is dismissed based upon evaluations (being placed into one of four groups as outlined by PERA) and years of service is only to be considered within each group. We will be reducing four elementary teaching positions based upon anticipated enrollment and two elementary positions based upon changes in reading specialist assignments. We historically reduce at least two additional positions based upon the lack of kindergarten enrollment information. This year, we are reducing only one section upon that consideration this year.

Similarly, we anticipate a minor reduction in PE staffing needs as we reorganize the NBMS teams from five person to four person teams. There will also be some minor reduction in need at the K-4 buildings based upon reduced sections. However, that may require a Group 2 teacher not being whole, so we are being conservative and RIFing that position.

We anticipate the reduction of 1.2 special education teachers based on a change in organization at NBMS and NBUE and potentially at Manchester. After IEPs are completed in the spring, we will be able to make a final determination of those needs.

Beyond the dismissal of tenured teachers, we will be non-renewing several non-tenured teachers as well including all of the non-tenured teachers below them on the various subject matter dismissal lists.