

ATTACHMENT NO. X-B: Preliminary 2013-2014 Staffing Plan

Suggested motion: Move to accept the preliminary staffing plan.

Recommended action: Approve the plan.

If an individual is not to be with us for the coming school year, action must formally be taken and delivered 45 days prior to the end of the school year for staff being non-renewed (non-tenured) or honorably dismissed (tenured and non-certified staff). Consequently, such formal action should be taken at the Board of Education's regular meeting on March 21 for the 2013-2014 School Year.

North Boone continues to provide our students with an enormous array of personnel, intensive resources, and support services. Overall, class sizes are generally anticipated to remain the same based upon these recommendations.

District

- We reduced the district staffing two years ago by leaving the Director of Technology position vacant and eliminating a computer repair position. We are recommending leaving the Director of Technology position vacant again this next year.
- If the Boone County Special Education Cooperative is dissolved, the district will need to hire a special education director. Ms. Moore's recommendation is that we post that position in conjunction with a vision teacher posting. Additionally, by state law, this person must be a full time position. He or she would also handle our homeless liaison responsibilities.

Capron School

- Capron houses the district's Pre-K and Early Childhood programs. We don't expect a change in staffing for those programs at this time. This includes two half day sections for each program. We do occasionally teeter on needing an additional EC section based upon state class size requirements. Those requirements may be loosened during this legislative session.
- Currently, Capron has seven K-4 sections. We anticipate a need for seven K-4 sections next year. We will not have an accurate kindergarten or early childhood count until late April. I anticipate reducing at least two K-6 teachers "as a buffer" until we know what our kindergarten enrollment numbers are district wide.

Manchester School

- Currently, Manchester has six sections. We anticipate a need for five to six sections next year. We will not have an accurate kindergarten count until late April.

Poplar Grove School

- Currently, Poplar Grove has fourteen sections. We anticipate a need for fourteen to fifteen sections next year.
- We are potentially considering how to more effectively use the nurse at Poplar Grove.

North Boone Middle School/Upper Elementary School

- The UE currently has ten sections of 5th & 6th graders. We anticipate nine for next year.
- The MS currently has ten FTE of regular academic teachers. We anticipate the same for next year.

North Boone High School

- NBHS staffing overall will go down approximately 1.0 based entirely on enrollment. See the attached high school sectioning sheet.
- We are potentially working with the ROE Alternative School to expand credit recovery options. I stated that last year, but the Alternative School director didn't follow through. We released him earlier this year.

Special Education Services

- Special education services tend to start with data team recommendations or actual case studies, often commencing at the elementary level with potential at any level based upon move in status. These possible identified special needs, therefore, may change staffing needs at any time. We closely monitor these IEPs, case studies, and staff numbers according to IEP needs. This remains the most difficult part of staffing to accurately forecast.
- We may look at adding special education assistants at Capron and Manchester as we review our Special Education Staffing district-wide.

Staffing Related to the Affordable Health Care Act

- We are being told that the January 2014 implementation date is being moved to reflect our renewal date, i.e., July 2014 for the district. However, there is a calendar year look back period, so we will need to make staffing reductions prior to July 2013 in order to not be impacted with additional insurance mandates.
- We will need to reduce all of our current employees who do not receive insurance to less than 29 hours per week in order to avoid being required to provide them with insurance. You are starting to see private companies beginning to cut workers to 29 hours in the Rockford area.

These recommendations are based on the assumption that the Board will follow the general direction given at the January 2013 meeting and not require a balanced budget.