

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Faculty Reduction in Force  
**Date:** April 12, 2004

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**Recommended Action:**

Approve the recommendation of the Superintendent of the Iowa School for the Deaf to conduct a reduction in force at the campus by terminating the continuing contracts of seven teachers.

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**Executive Summary:**

Superintendent recommends reduction in force

The Iowa Code and the Board of Regents policy allows for a faculty reduction in force to occur under certain conditions. Superintendent Prickett has determined that, due to declining enrollment on campus, lack of work on campus, and lack of funds, she must recommend termination of the contracts of seven teachers. The requisite policy and procedures have been followed with respect to this recommendation of termination of these contracts. One of the individuals in question has requested a private hearing before the Board, and six have not. The private hearing is scheduled to occur on April 20, 2004.

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**Background:**

Decline in enrollment

In the past several years, the general decline in student enrollment that has affected all of Iowa's schools has also affected ISD. Enrollment has declined from a high of 238 students in 1999 (for combined on- and off- campus programs) to a current enrollment of 187 Iowa resident students. In 1998, there were 26 Nebraska students enrolled, but currently there are only 14 Nebraska students enrolled.

Five itinerant teachers provide off-campus services

A lack of work for the off-campus teachers also has contributed to the recommendation for a faculty reduction in force. The off-campus program consists of five itinerant teachers of the hearing impaired. These teachers travel in southwestern Iowa from their base at the Iowa School for the Deaf to serve students either directly or by providing a consultative service. Four of these teachers are ISD employees. The fifth teacher is an Area Educational Association 13, (AEA 13) employee. AEA 13 and ISD collaborate to provide itinerant teaching services throughout southwest Iowa.

For several years, the number of these students has declined. As of last fall,

Caseload review supports reduction in force      there were only 99 of these off-campus students. Many of these students are in full-time special education classes with on-site teachers; they receive hearing-impaired itinerant services as a supplement to their other special services. The consultative services these students receive from itinerant teachers are minimal, usually about 15 minutes of service a month. A review of the actual direct service involved in each teacher's caseload has indicated that there is a sufficient lack of work to support the recommendation of a reduction in force by one teacher in this off-campus program.

Financial challenges anticipated      Finally, although ISD might see a two or two and a half percent increase in its legislative appropriation, that will only restore the funding that was cut last fall. In addition, the school is faced with having to fund mandatory salary increases pursuant to the A.F.S.C.M.E. contract, increased costs for the health care benefits it offers its employees, and deferred repairs and maintenance on campus. All of the factors noted above contribute to a lack of funds available for teaching faculty.

In order to be responsive to the decline in students it serves, the lack of work, and budgetary challenges, the Iowa School for the Deaf is recommending these faculty reductions-in-force.

**Analysis:**

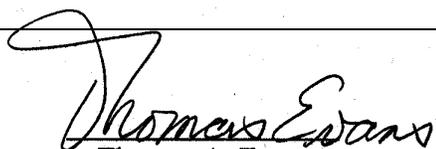
Process is guided by statute and Board policy.      Iowa Code §§279.13-19 pertains to continuing contracts for probationary and non-probationary teachers, and the process that occurs when such contracts must be terminated. Board of Regents policy allows for a faculty reduction in force to occur in response to a decline in enrollment, lack of work or lack of funds at a special school. The Board has a confidential exhibit that provides

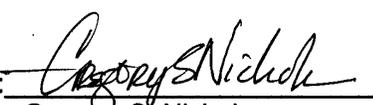
Reasons in confidential exhibit      the Superintendent's reasons for recommending the contract termination of the individuals in this case.

Notice provided; one private hearing requested      Superintendent Prickett has provided these faculty members with the notice of the termination that is required by law. One teacher has requested a private hearing before the Board on this matter as permitted by law, and that hearing is scheduled to take place on April 20, 2004. The other six teachers have not requested to have private hearings.

Board may take some action at this meeting      Superintendent Prickett has met the requirements of the Iowa Code and Board policy relative to the reduction in force and the termination of these teachers' contracts. The Board may take action on the Superintendent's recommendation for those teachers who did not request a private hearing. It may also be able to take action on the teacher who requested the hearing, depending on the outcome of that hearing.

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Thomas A. Evans

Approved:   
Gregory S. Nichols