

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Faculty Reduction in Force
Date: May 6, 2002

Recommended Actions:

1. Receive the recommendation of Superintendent Johnson for the termination of the continuing contracts of Jane Gradoville, Jerry Siders, Robert Schulze, Jeanette Watson, and Shirley Hicks;
 2. Approve the recommendation of Superintendent Johnson to terminate the continuing contract of Jane Gradoville;
 3. Approve the recommendation of Superintendent Johnson to terminate the continuing contract of Jerry Siders;
 4. Approve the recommendation of Superintendent Johnson to terminate the continuing contract of Robert Schulze;
 5. Approve the recommendation of Superintendent Johnson to terminate the continuing contract of Jeanette Watson; and
 6. Approve the recommendation of Superintendent Johnson to terminate the continuing contract of Shirley Hicks.
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Executive Summary:

Number of days in teacher continuing contracts reduced only by Board

Superintendent Johnson recommends five teachers days be reduced

- The continuing contracts of teachers identified above are recommended for being terminated pursuant to Iowa Code §279.15.
- The statute requires that this process be used to reduce the length of the contract of employment of any teacher.
- Superintendent Johnson recommends changes for each teacher's continuing contract as follows:
 - **Jane Gradoville**, reduced from 196 days to 192 days of service effective the end of the current school year;
 - **Jerry Siders**, reduced from 199 days to 193 days of service effective the end of the current school year;
 - **Robert Schulze**, reduced from 199 days to 193 days of service effective the end of the current school year;
 - **Jeanette Watson**, reduced from 199 days to 193 days of service effective the end of the current school year; and
 - **Shirley Hicks**, reduced from 199 days to 193 days of service effective the end of the current school year.

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| Regent Exhibit Book contains notifications | <ul style="list-style-type: none">• Superintendent Johnson's reasons for making the recommendation for the reduction in each teacher's contract period is provided in the letter he sent to the teacher. Copies of the letters are in the Regent Exhibit Book. |
| Board's legal counsel reviewed | <ul style="list-style-type: none">• The Board's legal counsel, Special Assistant Attorney General Ann Marie Brick, has reviewed the details of this action and reports that Superintendent Johnson's recommendation is in compliance with the requirements of <u>Iowa Code §279.15</u>. |
| Roll call vote | <ul style="list-style-type: none">• The Board must vote, by roll call, on each termination. |
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Background:

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| <u>Iowa Code</u> identifies procedures for teacher continuing contracts | <ul style="list-style-type: none">• <u>Iowa Code § 279.13</u> provides that contracts with teachers automatically continue from year-to-year.• Continuing contracts can only be terminated by the Board of Regents upon the recommendation of the superintendent.• The procedure for such terminations is identified in <u>Iowa Code §279.15</u>. |
| Teachers notified | <ul style="list-style-type: none">• The procedure begins with the superintendent notifying the affected teacher by April 30 of the superintendent's intent to recommend to the Board, on or before May 15, the termination of the continuing contract.• Teachers so notified then have five days in which to request a hearing before the Board on the superintendent's recommendation. |
| No hearings requested | <ul style="list-style-type: none">• Notice to these teachers was given on April 29.• No requests for hearing were received by the Board within the five days provided. |
| Board can receive recommendations and take action | <ul style="list-style-type: none">• The Board can, since no hearing is requested, receive the superintendent's recommendation and take action on the recommendation all in the same meeting. |
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Analysis:

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| Board's legal counsel reviewed | <ul style="list-style-type: none">• Special Assistant Attorney General Ann Marie Brick has reviewed the documents used in the instant process and reports to the Board that the superintendent has complied with the requirements of Iowa statutes for the recommended terminations. |
| Board Office concurs in recommendation | <ul style="list-style-type: none">• The Board Office concurs in the recommendation of Superintendent Johnson and the analysis of Ms. Brick and recommends the Board approve the terminations. |
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Charles Wright

Approved: 
Gregory S. Nichols