

Contact: Thomas Evans

FACULTY REDUCTION IN FORCE - IOWA SCHOOL FOR THE DEAF

Action Requested: Consider approving the recommendation of the Superintendent of the Iowa School for the Deaf to conduct a reduction in force at the campus by reducing the contracts of two faculty members.

Executive Summary: The Iowa Code and the Board of Regents policy allow for a faculty reduction in force to occur under certain conditions. Superintendent Prickett has determined that, due to a reorganization and lack of work, she must recommend reducing the contracts of two faculty members. The requisite policy and procedures have been followed with respect to these recommendations. Neither of the individuals in question requested a private hearing before the Board.

Background: The duties of two faculty positions at the Iowa School for the Deaf have evolved in a manner that the volume of work once required for the positions has been reduced or realigned. In order to be responsive to current needs, the Iowa School for the Deaf is recommending a reduction of the contracts for these faculty positions.

The Board approved a faculty Reduction in Force Policy and Procedures on March 16, 1994. The policy and procedures are in compliance with Iowa Code chapters 262 and 279. The policy states that a Reduction in Force may be proposed by the Superintendent of the School to the Board of Regents whenever there is a lack of work, lack of funds, a reorganization, or a change in enrollment. The recommendation to reduce two faculty contracts is being presented in accordance with the approved Faculty Reduction in Force Policy and Procedure.

To allow for reorganization, the Superintendent's recommendation is to reduce the contracts of two faculty members based on reorganization and lack of work. The Board has a confidential memorandum that provides the Superintendent's reasons for recommending the reduction for the two individuals.

Superintendent Prickett has provided the two faculty members with the notice of the termination that is required by law. Each of them may request a private hearing before the Board as permitted by law. The Board may act on the Superintendent's recommendations at this meeting since neither of the individuals in question requested a private hearing before the Board.