

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 terminating the contracts of five teachers.

**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 lack of funds, she must recommend terminating the contracts of five teachers. The requisite policy and procedures have been followed with respect to these recommendations. The Board may act on the Superintendent's recommendations at this meeting only for those individuals who have not requested a private hearing before the Board.

**Background:** In order to be responsive to the anticipated reduction in the FY 2012 budget, the Iowa School for the Deaf is recommending terminating the contracts for five teachers.

The Board approved a Faculty Reduction in Force (RIF) 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 terminate five teacher contracts is being presented in accordance with the approved Faculty Reduction in Force (RIF) Policy and Procedure.

The Superintendent's recommendation is to terminate the contracts of five faculty members based on lack of funds. The Board has a confidential memorandum that provides the Superintendent's reasons for recommending the termination of teaching contracts for the five individuals.

Superintendent Prickett has provided the five 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 only for those individuals who have not requested a private hearing before the Board.