

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 two 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 Clancy has determined that due to a lack of funds and reorganization he must recommend terminating the contracts of two 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 2013 budget, the Iowa School for the Deaf is recommending terminating the contracts for two 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 two 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 two 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 two individuals.

Superintendent Clancy 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 only for those individuals who have not requested a private hearing before the Board.