



Update on Staffing for the Governing Board

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Human Capital
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Staffing Levels 2009-2010

K	28	cap
1 st	31	cap
2 nd – 3 rd	31	cap
4 th – 8 th	34	cap
9 th – 12 th	34	average

Recommended Changes – Reduction in Force

- ◆ Move Governing Board action to April 7, 2009
- ◆ Retain March 31, 2009 notification per Teacher Employment Agreement



Reduction in Force

As of March 3, 2009 the number of positions identified as RIF are 221 certified positions

Smartschoolsplus Recommendations

- ◆ Certified Positions – eliminate all current certified positions effective May 27, 2009.
- ◆ Classified Positions – eliminate all current classified positions effective May 27, 2009.
- ◆ Review administrative positions to determine status for 2009-2010. No new administrative positions.
- ◆ Allow hard to fill certified positions to be available if no teachers on recall list in the area identified, compensated at 80%.

Reduction in Force and Recall

- ◆ March 6 – May 5, teacher transfer, first unassigned.
- ◆ If there are no internal qualified unassigned teachers, recall may begin for some areas
- ◆ May 5, second unassigned
- ◆ May 6, RIF teachers recalled
- ◆ Order of recall, by seniority, certification/HQT
- ◆ Recall rights for 3 years (ARS §15-544)



Questions?

Thank-you