

# Public Hearing on the Proposed Reduction in Force

2020-2021, 2021-2022

A dark blue diagonal graphic that starts from the bottom left corner and extends towards the top right corner, covering the lower half of the slide.

# Current Actions

- Hearing on Reduction in Force (RIF) or Honorable Dismissal per Illinois School Code
- Extra educational appropriations due to the Pandemic that may be brought back in future budget (2021-2022) proposals
- Consolidation of part-time positions may also occur
- Moving forward, part-time positions are recommended to be closed annually as they are appropriated on varied caseload and scheduling needs that may change

# Proposed Reduction in Force Actions (effective EOY)

1. 1 part-time PE position closed (4 full-time PE position to be recommended to staff full time)
2. 2 part-time art positions to be consolidated to one full-time position
3. 1 part-time Speech and Language Pathologist position to be closed and will be evaluated in next year's budget
4. 1 part-time Teaching position closed as a Pandemic over-appropriation
5. 1 full-time teaching position closed as a Pandemic over-appropriation
6. 2 Teacher resignations (effective EOY) and concurrent teacher position closings that are in teaching positions over-appropriated for the Pandemic
7. 2 Teacher Non-Tenured Dismissal and concurrent RIF position closing (positions that may be recommended to be reopened in the future)

# Proposed Reduction in Force Actions

- Numbers 4 through 7 (previous slide) total 5.7 positions that are over-appropriations and may be recommended in the next budget to be reopened
- Failure to close and reduce the workforce now, results in the positions locking for next year before a draft budget has been developed
- Over-appropriated positions should be closed annually as a matter of best practice and budgetary transparency
- Part-time positions should also be closed annually and the amount of the appropriation should be based on projected need (which could vary)

