



EDENTON-CHOWAN SCHOOLS

OFFICE OF THE SUPERINTENDENT

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Allan T. Smith, *Superintendent*

TO: Edenton-Chowan Schools Board of Education
FROM: Allan T. Smith, Superintendent of Schools *ATS*
DATE: April 4, 2011
Re: Reduction in Positions Due to Anticipated Loss of Funding

I regret that I must petition the Edenton-Chowan Schools Board of Education to authorize a reduction of force due to loss of funding and resulting in reorganization of licensed employees for the 2011-2012 school year. This recommendation is submitted in accordance with Board Policy 5360 (Reduction in Force: Licensed Employees). It is made after a conservative analysis of anticipated local, state, and federal financial resources, student enrollment, and the number and location of currently employed teachers and other licensed staff.

After accounting for known resignations and retirements, a further reduction of up to 14 licensed positions may be necessary. Due to anticipated reductions in state and federal allocations and probable increase in state class size formulas this action has become necessary. Since state, federal, and local budgets are not finalized it may be necessary that I ask the Board to amend this request if loss of funds exceeds anticipated amounts.

Pending approval, I will recommend to the Edenton-Chowan Board of Education employees to be dismissed, demoted, or reduced to part-time employment prior to June 15, 2011. Board Policy 5360 stipulates that the following criteria, with primary consideration given to criteria (1) and (5), will be considered in that determination:

1. Performance ratings;
2. Program enrollment;
3. Service in extra duty position and ability to fill such positions;
4. Length of service, with higher priority given to service in the Edenton-Chowan Schools;
5. Recommendations and advice from the Superintendent; and
6. Other beneficial services provided by the employee to the school system.

The Superintendent is authorized to limit or narrow the scope of any reduction in force to those employees who work in the school, facility, program or department subject to the reduction in positions.

In addition to the recommendation of licensed staff and after accounting for known resignations and retirements, I recommend to eliminate or reduce up to 28 classified positions due to reduced funding and reorganization.

It is my desire that a reduction in force will not be necessary and everything will be done to lessen the impact or remove the need for such action. However, in the best interest of Edenton-Chowan Schools, I am compelled to submit this recommendation at this time.