

Budget Crisis and possible layoffs-Timelines and Information.

I have had many questions about how the budget crisis is going to affect our jobs. What type of cuts will be there be and will our jobs be affected? At this point, nobody knows. The Budget Review Committee will be meeting regularly to look at the state of the district's budget in conjunction with state imposed mid-year cuts. The Committee will make recommendations about which cuts are most reasonable. We do have Union representation on this Committee and the next meeting is scheduled for Wednesday, December 17th. This Committee is chaired by Mays Kakish, our Assistant Superintendent of Business Services, and every attempt will be made to come to the fairest solutions possible. Recommendations of the committee will be finalized by mid- February of 2009. If and when the decision has been made to eliminate certificated positions, BTA will be made aware of how many positions and in which area. We will also be provided with a seniority list. RIF notices, if necessary, would be based on seniority as well as subject areas taught, and whether the positions are elementary or secondary. Additionally, the district will have to take into account any individuals who are retiring this year, moving away, etc. when determining appropriate numbers. If cuts do involve eliminating Certificated personnel, here is the timeline for notification:

By, May 15 all non-renewed first year probationary teachers and tenured teachers receiving Reduction in Force (RIF) notices must be notified.

By March 15, 2nd year non-renewed probationary teachers will be notified. The district has set this timeline to give second year probationary teachers time to improve prior to their dismissal.

There will be no pre-notification to individuals who may be receiving a notice on March 15th. BTA, however, will inform members of the results of the Budget Review Committee prior to March 15th.

At anytime, if budgetary conditions improve or positions open up, an employee who has received a RIF notice can be rehired by the district without loss of seniority, step and column or experience credit. We will know more by mid-February but I just wanted to make you aware of necessary timelines on the district's end. It is our hope as a Union that nobody will lose their job but we all must be prepared if this is an option that is selected by the Committee.