

Message from the Superintendent sent to FBISD employees:

From: Jenney, Dr. Timothy
Sent: Tuesday, April 20, 2010 10:09 AM
To: All E-Mail Users
Subject: Message 6

Dear Colleagues,

I want to provide you with another update on the progress of balancing next year's budget. As you know, over the last few weeks and culminating on Monday, April 12th, we addressed reductions of Chapter 21 staff. As a follow up to the process, I am sharing with you that we reduced a total of 258 Chapter 21 positions. Of the 258, 84 staff members were placed into positions which the District had been holding open for several months, resulting in 174 who received "*Reduction in Force*" letters. As of April 12, 51 employees who had received letters were placed back into positions. This left a total of 123 staff members who potentially were going to be reduced. Ultimately, 52 Chapter 21 staff members were nonrenewed on April 12; which meant that 71 members had resigned. However, remember there is no distinction between those who were nonrenewed and those who resigned. All "reduced" members will be brought back in by ranked order when openings occur, regardless of whether they were nonrenewed or resigned. By way of example, since the 12th of April seven people who had resigned have been placed back in positions leaving an overall balance of 116 displaced persons thus far.

It is important to repeat that the district's goal is to be able to offer the opportunity to return to work in the district to as many teachers and other staff members affected by the RIF (Reduction in Force) as possible. As I said before, many of these employees have been placed in positions that have become available due to vacancies, resignations, and retirements.

I know there have been inquiries as to how we would make fair decisions in all of our reductions. Questions have been raised regarding central office personnel and whether there would be similar reductions. To reiterate, the District began with a reduction of 258 positions — which is a combination of 206 classroom teaching positions and 52 certified non-teaching professional positions. A combination of 51 administrators and non-certified staff from central office have been identified for the RIF. They too, will be notified this week. Additionally, 27.5 of those positions have Chapter 21 contracts and have already been eliminated.

In terms of the classified positions, we are still on track to notify and reduce 159 positions, and we plan to talk with all of those affected employees by the end of the week. At this juncture, then, early notification will give us several months to add back as many employees as possible due to attrition.

Additionally, listed below are a few more cost-cutting measures, some of which have come from your suggestions that we intend to put into place for the coming fiscal year:

- Outsourcing of lawn care services to save \$325,000
- Elimination of high school activity runs after school to save \$600,000
- Changes in bus routes to improve efficiency to save \$1,600,000
- Discontinuance of the practice of providing UIL student insurance to save \$190,000
- Compression of the work week into a 4-day schedule for the summer to save \$300,000

Finally, there has been much conversation about the programs that would have to be cut; and I believe it is important to note that the only district program being impacted is the Campus Alternative Education Program (CAEP) at the middle school level. With the opening of the district's second Alternative Learning Center in the 2010-2011 school year, it will no longer be necessary to offer the middle school CAEP program at the campus level. We will continue to keep our focus on instruction and I thank you for your commitment to our students. Thank you for your attention.

Tim Jenney