

**RESOLUTION OF THE FORT WORTH INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES DECLARING A REDUCTION IN FORCE DUE TO
PROGRAM CHANGE AND IDENTIFYING THE EMPLOYMENT AREAS TO
BE AFFECTED UNDER BOARD POLICY DFFB (LOCAL)**

WHEREAS, The Superintendent of Schools has determined it is in the best interest of the District to restructure the organization of the District's Division of Technology and other academic divisions and positions in the District. The program change is part of the ongoing efforts to address the decrease in student enrollment, improve efficiency, and reallocate resources to positively impact students. This restructuring will result in changes to a number of positions within the District. Specifically, the program change will impact the following employment areas: *Division of Technology - Assistant Superintendent Educational Technology; Division of Technology – Director IT Project Management; Division of Technology – Coordinator IT Project Management; Division of Technology – IT Specialist Project Management; Assessment Data Analysts; Freshman Success Coaches; and Leadership Academy Network Instructional Specialists.*

WHEREAS, Fort Worth Independent School District Board Policy DFFB (Local) authorizes the Superintendent to recommend and the Board of Trustees to approve a District Program Change, which constitutes sufficient reason for non-renewal for District Employees who currently have a Chapter 21 Term contract; and

WHEREAS, Fort Worth Independent School District Board Policy DFFB (Local) requires the Superintendent of Schools to recommend employment areas to be affected as a result of the District Program Change; and

WHEREAS, Fort Worth Independent School District Board Policy DFFB (Local) requires that the Superintendent shall apply specific criteria to employees with Chapter 21 Term contracts within the affected employment areas; and

WHEREAS, Fort Worth Independent School District Board Policy DFFB (Local) requires that District employees who are affected by a reduction in force due to program change be considered for available positions if the employee receives a notice of proposed non-renewal as a result of the reduction in force due to a program change, and

WHEREAS, Fort Worth Independent School District Board Policy DFFB (Local) does not apply to employees who do not hold Chapter 21 Term contracts. Other applicable board policy will be applied to employees who do not hold a Chapter 21 Term contract and are affected by the restructuring of the organization of the District's Division of Technology and other departments and divisions in the District.

***NOW, THEREFORE BE IT RESOLVED BY THE BOARD OF TRUSTEES OF
THE FORT WORTH INDEPENDENT SCHOOL DISTRICT:***

SECTION 1. That the facts and recitations contained in the preamble of this Resolution are hereby found and declared to be true and correct.

SECTION 2. That the Board is authorized by the provisions of Fort Worth Independent School District Board Policy DFFB (Local) to declare a need for a program change and a need to reduce personnel on Chapter 21 Term contracts based on the recommendation of the Superintendent and as a result of efforts to address the decrease in student enrollment, improve efficiency, and reallocate resources to positively impact students.

SECTION 3. That the Board finds and declares, at the recommendation of the Superintendent, a reduction in force due to program change under Board Policy DFFB (Local) to reduce personnel on Chapter 21 Term contracts in the affected employment areas as described in the recitals of this Resolution as a result of efforts to address the decrease in student enrollment, improve efficiency, and reallocate resources to positively impact students.

SECTION 4. That the Board finds and declares, at the recommendation of the Superintendent, that the following employment areas are to be affected as a result of the program change: *Division of Technology - Assistant Superintendent Educational Technology; Division of Technology – Director IT Project Management; Division of Technology – Coordinator IT Project Management; Division of Technology – IT Specialist Project Management; Assessment Data Analysts; Freshman Success Coaches; and Leadership Academy Network Instructional Specialists.*

SECTION 5. That the Board directs that upon passage of this Resolution, the Superintendent shall implement the requirements of Fort Worth Independent School District Policy DFFB (Local) for this reduction in force based on a program change and implement it by making recommendations to the Board regarding the termination, proposed termination and/or proposed nonrenewal of Chapter 21 Term contract employees currently working in the affected employment areas, as set forth above in this Resolution.

EXECUTED this the 13th day of February 2024.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

By: _____


DR. CAMILLE RODRIGUEZ

President

Board of Trustees

Fort Worth Independent School District

ATTEST:

By: Anael Luebanos

ANAEL LUEBANOS

Secretary

Board of Trustees

Fort Worth Independent School District