

Phasing Options

In an attempt to make the impact of realignment and staff reduction as minimal as possible on the faculty, staff, community members, and students of Benton Community, the following options have been developed. Each option reduces staff through the use of multi-year phases.

Rationale: Reducing staff through multi-year phases will allow for natural attrition, staff retirements, and enrollment fluctuations. This will have the least impact on student learning while at the same time addressing the problem of declining enrollment.

Implementation: Offer early retirement packages over a 2-3 year time span. Do not fill vacant positions. If no retirements take place, reduce sections according to building specific enrollment trends. Combine smaller sections into single sections when applicable.

Option #1: Reduction of six positions over the course of two years/phases. During each phase three positions will be reduced.

Phase 1 2011-2012: Reduce staff by three positions

Phase 2 2012-2013: Reduce staff by three positions

Option #2: Reduction of six positions over course of three years/phases. During each phrase two positions will be reduced.

Phase 1 2011-2012: Reduce staff by two positions

Phase 2 2012-2013: Reduce staff by two positions

Phase 3 2013-2014: Reduce staff by two positions