

We have gotten many questions from members regarding the upcoming staffing process for KUSD teachers. We have received further clarification from Human Resources on what the process will look like this spring.

- **Arena:** The word “arena” has recently been used to describe the staffing process this year. This version of the process will *not* look like “arena” from the past. *We as a union strongly recommend you accept the contract you are offered by the District, even if you do not necessarily like the position.* This is the only way to ensure that you have a position in KUSD next year and guarantee that you will not have disruptions in employment. Entering into the “arena” process may provide opportunities for different positions, but does **not** guarantee that you will have a position in the District for next school year.

The following scenarios are under the context of educators who wish to transfer between positions or are displaced through the Reduction in Force process for the 25-26 school year.

<i>Scenario Background</i>	Teacher Jamie is currently on a contract through the District teaching 2nd grade. Jamie is told that they will be moving to 5th grade next school year. Jamie does not want to move to 5th grade.
<i>Jamie’s 1st Option</i>	<p>Jamie accepts the 5th grade position, but wants to look for other opportunities. By accepting the 5th grade position, Jamie guarantees they will have a job within the District for the next school year in the case they are not successful in securing a different position.</p> <p>Jamie applies for other positions within the District as jobs are posted on WECAN. Jamie is offered and accepts a different job within the District. Because there was no disruption in their employment, Jamie’s years of continuous service are not impacted.</p>
<i>Jamie’s 2nd Option</i>	Jamie refuses to accept the 5th grade position. Jamie then enters into “arena”. Based on years of service and certification, Jamie will have the opportunity to select a different job from the list of open positions that is provided by HR.
<i>2nd Option, Outcome A</i>	If Jamie accepts a position from the list, their contract will not be interrupted going into the next school year. Jamie can continue to apply for other opportunities within the District as jobs are posted on WECAN.

<p>2nd Option, Outcome B</p>	<p>If Jamie does not accept a job from the list of open positions and does not secure a position within the District that is posted on WECAN by June 15, HR will consider this as the teacher having forfeited their contract for the next school year and effectively resigning.</p> <p>If Jamie later applies for and is offered a different job within the District after June 15, their previous years of experience will not be carried over as there was technically a disruption in employment. This means that Jamie's continuous years of service would be impacted.</p>
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- **Non-Renewal:** We acknowledge that staff members have begun receiving non-renewal letters for the upcoming school year. We understand that these are incredibly difficult times for all those who are affected. We encourage KEA members to let their union know that they have received preliminary notice of non-renewal as soon as possible. Please leave a message at 262-654-2127 or email Kendra (koeppenk@weac.org) and Sam (whites@weac.org).

- **Staffing Process:** Due to budgetary cuts, the RIF (Reduction in Force) Rubric that was created in the 2023-24 school year is being utilized once again for staffing determinations. The RIF Rubric will only be applied to specific positions for which it has been deemed necessary to reduce the number of staff members in those positions.
 - The *first step* of the RIF Rubric is to consider whether staff in that group have formal written discipline, or more, in their personnel files with HR. If there is an individual who does meet that criterion, they would be first selected to be reduced. If there is no one in the position with written discipline at a minimum, the staff group would progress to the second step. The remaining staff in the position would also advance to step two if not enough spaces were created through reductions in this first step through formal discipline.

 - The *second step* considers the number of years each individual in the group has in their specific position. In the event that the necessary number of individuals are clearly identified through having the least seniority in this position, these educators would be up for layoff. This is typically as far as HR needs to go on the RIF Rubric in order to identify individuals to be laid off.