



Classified Reduction in Force Proposal

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Reduction in Force



DURHAM
PUBLIC SCHOOLS



Reduction In Force Recommendation

Due to reduced funding and district reorganization, the Superintendent is asking the Board of Education to eliminate 27 classified central office positions with \$2,058,895 savings effective July 1, 2025 aligning with the budget presentation and in accordance with Board Policy 7921.

District Reorganization

Rationale

District Reorganization – defined as declining enrollment, financial exigency, or any other cause that warrants closing, consolidation, elimination, curtailment, or reorganization of schools, facilities, departments, programs, or curriculum offerings.

- During the 2024-2025 school year, Durham Public Schools was faced with a nearly \$34 million budget shortfall caused largely by unbudgeted positions
- The school system was able to rectify this for the current year with a blend of one-time and long-term measures
- With the expiration of one-time solutions, the district must reorganize itself in a way that curtails excess personnel costs in an ongoing manner

Decreased Funding

Rationale

Decreased Funding – shall mean any decline in the board of education's financial resources that is brought about by the decline in enrollment or by other actions or events that change the school system's current operational budget; or any decrease or elimination in funding for a particular program; or any insufficiency in funding that would render the board unable to continue existing programs at current levels.

- With the sunseting of over \$160 million of federal ESSER funds, Durham Public Schools cannot maintain the same volume of staffing and resources it supported over the past four years
- This decreased funding has occurred in tandem with rising costs of goods and services.



Process to Date

- Identified target of \$3 million in reductions
- To avoid impact on classrooms, senior members of cabinet focused review on reductions of central office positions
- Team carefully reviewed central office positions for most minimal impact on District, meeting four times to develop a proposal and discuss with Superintendent
- A number of identified positions are vacant or expected to be absorbed through attrition and retirement
- Consulted with legal regarding conformity with Policy 7921

Affected Positions



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Dept.	Position	Current Salary	Benefit Cost	Savings
HR	HR Administrator Support	\$64,079.06	\$4,902.05	\$68,981.10
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HR	HR Office Support	\$15,968.67	\$1,221.60	\$17,190.27
HR	HR Technician Support	\$65,655.12	\$5,022.62	\$70,677.74
OPS	FOOD DISTRIBUTION TECH	\$40,850.76	\$21,024.27	\$61,875.03
OPS	LEGACY PAY DIFFERENTIAL	\$7,461.36	\$2,361.52	\$9,822.88
OPS	FOOD DISTRIBUTION TECH	\$40,850.76	\$21,024.27	\$61,875.03
OPS	LEGACY PAY DIFFERENTIAL	\$7,947.12	\$2,515.26	\$10,462.38
OPS	LIFE SAFETY SUPERVISOR	\$95,500.00	\$38,320.75	\$133,820.75
OPS	SNS ASSISTANT	\$20,110.80	\$1,538.48	\$21,649.28
OPS	LEGACY PAY DIFFERENTIAL	\$601.44	\$46.01	\$647.45
OPS	SNS ASSISTANT	\$19,324.20	\$1,478.30	\$20,802.50
OPS	Project Manager (C and CP)	\$103,329.00	\$40,798.63	\$144,127.63
OPS	Inventory Assistant (Transportation)	\$39,801.00	\$20,692.02	\$60,493.02
OPS	Mgr of Standards and Design (C and CP)	\$96,185.00	\$38,537.55	\$134,722.55
OPS	Assistant Director (School Nutrition)	\$75,602.00	\$32,023.03	\$107,625.03
OPS	Dietician	\$72,728.00	\$31,113.41	\$85,841.41
OPS	Sr. Ex. Director of Planning	\$126,467.52	\$48,121.97	\$174,589.49
OPS	Zone Supervisor	\$95,484.36	\$38,315.80	\$133,800.16
OPS	COORD-TECHNOLOGY PROGRAMS	\$80,105.16	\$33,448.28	\$12,000.00
OPS	ASST DIR-TRANSPORTATION	\$66,801.48	\$29,237.67	\$20,000.00
Finance	Fixed Asset Specialist	\$70,875.12	\$30,526.98	\$101,402.10
Finance	AS 400 Administrator	\$77,577.60	\$32,648.31	\$110,225.91
Finance	Budget Analyst	\$73,965.84	\$31,505.19	\$105,471.03
EC	ECATS/Data Manager	\$57,530.40	\$26,303.37	\$83,833.77
Equity	Student Engagement Coordinator	\$82,045.68	\$34,062.46	\$116,108.14
C& I	DLI Specialist	\$86,421.84	\$35,447.51	\$121,869.35
Total				\$2,058,895.10



Next Steps

- If Board approves reduction, Superintendent will then determine specific impacts on staff in accordance with the process outlined in Policy 7921
- Human Resources will contact potentially impacted staff in affected positions by May 1, 2025
- Impacted staff will remain in current positions through June 30, 2025
- Impacted staff will be notified of the opportunity to submit name for other positions in the District as they become open



Request

At this time the Superintendent is seeking authorization to eliminate 27 classified central office positions for a total savings of \$2,058,895 in alignment with the 2025-2026 Budget request and pursuant to Board Policy 7921.



QUESTIONS?