

STAFFING

You have questions? We have answers!



The district informed our public constituents that a reduction in education services would need to occur, regardless of the passing of the referendum. According to Delaware Law, districts are required to notify staff, as governed by the teaching contract, of reductions on or before May 15th annually. Since salaries encompass the majority of the budget, IRSD had to examine and implement a reduction in education services resulting in a reduction in staff for the 2025-2026 school year.

STAFF REDUCTIONS

Below depicts a 19.4% reduction in **district** office positions.

- Administrative Assistant II (1)
- Administrator of Student Services (1)
- Assistant Principal (1)
- 12-month Teacher Positions (2)
- Instructional Specialists (4)
- ExCel Teacher (1)
- Bilingual School Community Liaisons (2)
- BCBA (.40)
- Part-Time Nurses (2)
- Skilled Craftsman (1)
- 12-month positions reduced to 10 months with extra days per position classification (15)

Below depicts an average 10% reduction in **school-based** positions. The reduction includes both temporary and regular positions. In an effort to preserve class size, the reductions included support personnel who do not have full classroom assignments and shifts in classroom teacher hires based on low student enrollment.

- Administrative Assistant I (1)
- Bilingual School Community Liaison (1)
- Elementary Teachers (2)
- Dual-Certified Teachers (9)
- Special Education Teachers (reduction in elementary team classrooms and increase in secondary inclusive services) (14)
- Multilingual Learner Coordinators (3.5)
- Multilingual Learner Interventionists (4)
- Math Interventionists (6)
- Reading Interventionists (4)
- School Counselors (5)
- Mental Health Counselors (4)
- Elementary Specials Teachers (3)
- Spanish Teachers (2)
- Instructional Coach (1)
- Special Education Coordinators (3)
- Multilingual Learner Teachers (1.5)
- Math Teachers (4)
- English Language Arts Teachers (2)
- Early Childhood Teachers (2)
- Library-Media Specialists (2)
- Reading Specialist (1)
- Dance/Physical Education Teacher (1)
- Spanish Immersion Teacher (1)
- School Nurse (.25)

Voting takes place on June 5th from 7am-8pm



WHERE ELSE CAN THE DISTRICT ADD COST-SAVING MEASURES TO MINIMIZE ADDITIONAL STAFF CUTS?

The reduction in staffing is not the only measure that will be implemented. IRSD is also evaluating the discretionary budget with the aim of making significant cuts in that area.

IRSD is reducing discretionary budgets, which include:

- school budgets
- department budgets
- non-athletic extra pay for extra responsibility budgets (EPER)
- athletic budgets



WHAT HAPPENS IF THE JUNE 5TH REFERENDUM IS UNSUCCESSFUL?

If the June 5, 2025 referendum is unsuccessful, the district will examine additional cost-savings measures, inclusive of:

- athletic programs
- extracurricular activities
- academic programs

If these programs and activities are eliminated, there will be staffing implications.

The district will make additional reductions of non-classroom positions for the 2026-2027 school year.



WHAT'S NEXT REGARDING STAFFING AND PROGRAM PLANNING?

- If the June 5th referendum passes, the district will evaluate reinstatement of positions based on unit count data in each school building.
- IRSD will not reduce any additional teacher contractual positions for the 2025-2026 school year, as the teacher contract requires notification by May 15th each year.
- The district will be reducing fifteen paraprofessional positions for the 2025-2026 school year.

 **IRSD**
VOTE
FOR
OUR CHILDREN
OUR SCHOOLS
OUR FUTURE
ON JUNE 5

SCAN HERE FOR MORE INFO ON VOTING!

