April 30, 2014

As a result of the Loudoun County School Board’s budget reconciliation meeting, which occurred on April 22-23, 2014, staffing changes are occurring for next year.

The budget reconciliation will result in a Reduction in Force (RIF) of both licensed and classified employees. The employee groups that will be affected are limited. However, some additional employees will be moved into different positions as a result of the RIF to keep from losing their job. Additionally, the hours per day for some positions have been affected as a result of the tiered staffing framework adopted by the School Board. Individuals with 208-day contracts this year will be experiencing a change in contract length.

Principals received some information at a meeting during the afternoon of April 30. Beginning tomorrow, May 1, employees whose employment will be affected in some way will be contacted. It is our goal to make contact with affected employees as quickly as possible. Given the number of changes to staffing, it is anticipated that this will take multiple workdays. We know this period of uncertainty is difficult for everyone. Any individual who is being RIF’ed will have a one-on-one meeting with a personnel specialist or supervisor to get his or her questions answered.

Attached to this e-mail you will find Frequently Asked Questions (FAQ’s) about the licensed and classified RIF’s as well as a Benefits FAQ. We believe that you will find this information helpful in answering many of your questions. Additional questions may be answered in your staff meeting and by reviewing School Board Policies §7-73 and §7-74.

Please thoroughly review these materials before contacting the Department of Personnel Services with questions. While we welcome your questions, please understand that our first priority during the next few days is contacting those employees directly affected.

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