

## IX. Employment Implications and Costs of Displacing Current Faculty and Staff

***“All school personnel can rest assured their employment will be continued.”***

The new WSD does not foresee layoffs of faculty or staff in the transition period to a new school district. We estimate that 90% of the faculty and staff

will be re-hired in the new district, under the collective bargaining agreement. The remaining 10%, based on the Rio Rancho experience, will voluntarily choose to work in another district, retire, or be reabsorbed into APS. Given this, we do not foresee disruption for any faculty or staff members. Furthermore, we do not anticipate further costs in the process of re-hiring, aside from normal transition costs, to be determined.