



In the pursuit of excellence...

Caledonia Community Schools

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July 15, 2020

Dear Caledonia Community:

On July 13th, we began the process of providing early notification of potential layoffs to approximately 40 teaching staff members. This unfortunate, but necessary, action has been brought on by the state's projected shortfall of nearly \$1 billion in the School Aid Fund due to the economic slowdown resulting from COVID-19. According to state officials, this budgetary shortfall will result in a loss of \$650 per student without some sort of Federal stimulus for public education. This reduction means that our district will receive approximately \$3.2 million less to support daily operations next school year.

In previous virtual town hall meetings and the last Board meeting, our team outlined the following actions already taken to reduce the impact of the budgetary shortfall:

- A. New positions originally approved and budgeted are being postponed:
 - a. Middle School Assistant Principal
 - b. Communications Coordinator
- B. Reductions in various departments:
 - a. 15% reduction in building/department discretionary budgets
 - b. Reduce technology budget by \$126K
 - c. Transfer costs of replacement devices as allowable through Bond by \$266K
 - d. Reduction of bus replacement budget

Additionally, in light of the unforeseen fiscal challenges brought on by COVID-19, all administrators, paraprofessionals, secretaries, maintenance and custodial staff have agreed to a voluntary pay freeze. The senior level administrative team has also agreed to an additional 2% reduction for the 20/21 year. Unfortunately, even with all of the identified actions above, this only accounts for approximately \$1.1 million of our \$3.2 million reduction goal. In order to honor our contractual obligations for a 2.8% salary increase for our teaching staff next school year, we will need to make some additional staffing reductions as discussed above.

While we remain hopeful for a positive change in the School Aid funding impacting our state, we are not confident that a decision will be made in a timely fashion. With the support of the Board of Education, we are moving forward with a planned multi-year spend down of our district fund balance and the necessary layoffs so that our district does not become financially distressed. We anticipate having a final decision with regards to actual layoffs by July 30 so that we can move forward with finalizing our plans for the fast approaching 20/21 school year. We anticipate conducting another community town hall discussion on July 28th as more decisions around our Return to Learn plan and employee reductions become more clear.

In closing, I want to assure parents that we will continue to do our best to provide the best learning environment that we can given the extraordinary challenges ahead of us. While things are rapidly changing, I'm confident that we will find a way to pull together as a community. Please continue to look out for additional information about the upcoming town hall and other school related items for the 20/21 year.

Sincerely,

Dr. Dedrick Martin

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