

In the past 24-hours, many of our administrators started having conversations with teachers about upcoming staff allocation changes. I understand there is concern across our community regarding teachers' jobs being cut and inaccurate information that you may be hearing. Please understand that staffing adjustments occur every year in districts across the state based on student enrollment.

During this time, master schedules, student schedules, and teacher assignments may be adjusted in an effort to provide equity across our district. This process usually occurs at the beginning of October, however, due to COVID, implementing innovative instructional strategies, and protecting student grades, we have elected to make scheduling and staffing changes at the end of the 1st Quarter. This will provide for a natural transition for students, employees, and families.

As these conversations happen, we are taking great care to make these decisions in a way that protects the classroom experience for our students and minimizes the impact on our teaching staff.

First and foremost, we are not cutting programs such as music, art, IB, or magnet components. For example, all students in K-5 will receive art, music and PE weekly, as we believe in the enrichments these courses bring to the educational experience. As we ensure equity for all students, art, music and PE teachers may be reassigned based on student enrollment. In some instances, teachers may be providing instruction at two schools.

With regard to the overall need to adjust staffing across the district, please note the following:

- We have identified 424 vacant positions that will not be filled for the 2020-21 academic year.
- Based on a recent staffing allocation audit, we are eliminating 333 positions that are currently filled. While teachers hired prior to August 14, 2020 will not lose their employment, they may be reassigned to open positions at other schools or assigned a different role at their current site. It is anticipated that some of the teachers hired under temporary contracts after August 14 will not return.
- With regard to district-level staffing, 129 positions were eliminated this past summer with another 20 positions identified for cuts in the next several weeks.

All of these adjustments reduce active payroll by approximately \$45 million, which helps decrease our operational budget gap for this fiscal year. As we make these difficult changes, we remain focused on aligning supports and providing resources for our classrooms while maintaining required class sizes.

Thank you for continuing to partner with us as we achieve our shared vision of creating a world-class learning experience in every school, every classroom, every day.

Respectfully,

Addison Davis
Superintendent of Schools