



Jerry Nadeau
Superintendent

Recommended Reduction Plan – Contingency for Levy Failure (November 4, 2025)

Board President, Members of the Board, and members of our community:

As we continue to work diligently toward maintaining financial stability while protecting educational quality for our students, we must also plan responsibly for all possible outcomes of the upcoming operating levy on November 4, 2025.

Should the levy not pass, the district will face a significant revenue shortfall that cannot be offset through short-term adjustments or reserves alone. In that circumstance, we would be required to implement a comprehensive reduction plan to balance the budget and ensure the district remains fiscally solvent.

After careful review of all expenditures and in consultation with our administrative team, the following recommendations are being presented as part of the contingency plan:

1. Reduction of Student Transportation to State Minimum Requirements, beginning in the 2026-27 school year.
 - The district would align transportation services strictly with state minimum standards.
 - This would mean transportation provided only for students in grades K–8 who live more than two miles from their school of attendance, and for students with specialized transportation needs as required by law.
2. Implementation of a Tiered Fee Structure for Athletics, Performing and Visual Arts, and Student Clubs and Activities, beginning in the 2026-27 school year.
 - To maintain as many extracurricular and co-curricular opportunities as possible, participation fees would be implemented for all athletic programs, performing and visual arts, and student clubs.
 - The structure would be tiered by activity type and level of participation with a family cap to ensure fairness and reduce hardship for multi-student households.
3. Elimination of Overtime, Summer Workers, and Nonessential Professional Development, beginning immediately.



- Effective immediately upon a levy failure, the district would eliminate all maintenance and custodial overtime, as well as discontinue the use of summer workers.
- Attendance at professional conferences not already approved would also be suspended to reduce discretionary spending.
- 4. Reduction in Personnel Across All Departments, beginning in the 2026-27 school year.
 - Unfortunately, personnel costs represent the majority of the district's operating budget.
 - To achieve the necessary level of savings, we anticipate a reduction of approximately 40 full-time positions across all departments—impacting administrative, teaching, classified, and support staff.
 - These reductions will require a comprehensive review of programs, services, and class sizes, and will have noticeable effects on daily operations and opportunities available to students.

Closing Remarks

This plan is not one we take lightly. The proposed reductions are substantial and would alter the educational experience for our students and families. However, they are necessary steps to maintain financial solvency and ensure that the district can continue operating responsibly within available resources.

Our hope remains that the community will recognize the importance of the November 4 levy in sustaining the programs, services, and opportunities that define the quality of education in our schools. Yet, as stewards of public funds, we must be transparent and prepared to act decisively should the levy not pass.

Thank you for your continued commitment to our students and to the future of our district.