

# Dundee Community Schools

## Bruce Nelson, Superintendent

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To: Dundee Staff  
From: Bruce Nelson  
Date: April 24, 2009

Re: Reduction In Force

An ancient Chinese blessing/curse is: "May you live in interesting times." We certainly are facing interesting times as a nation, as a state, county and school district. I am writing to address several items of interest.

1. As part of the Voluntary Resignation Program, everyone who met the minimum requirements should have received a letter. If you feel you were missed, please let me know.
2. The Finance Committee met and will be bringing a recommendation for layoff notices to the Board next month. If you are currently at year 6 or above, you will not be on the list in May. We will be notifying a total of thirteen (13) individuals. We are doing this to comply with contract language. Most, if not all, may be recalled. As circumstances change, we will be adapting. Nevertheless, every change "creates a disturbance in the Force". We all need to be sensitive to the uncertainty of our times.
3. At this time, there are not any plans to layoff custodians. We plan to reduce bus routes but have not made up next year's routes so individuals have not been notified.
4. Despite all of the efforts to reduce costs, and assuming the Board accepts the next round of recommendations, we are still short of our goal by \$180,000. To make matters worse, declining enrollment is a huge unknown factor.
5. Rumors and uncertainty hurt morale. Please ask questions of people who can provide knowledgeable answers.

Thank you for all you do in our school system. Interesting times are also uncertain times.