



November 9, 2018

Sent via email to all ACUSD email users and via InTouch messaging to all staff and families in the Amador County Public Schools community.

Dear Colleagues,

Hello Colleagues,

I'm reaching out today to follow up on the messages I sent you on September 21st and October 19th. As we continue to work together, it's important for me to share up-to-date information with you and to ask for your support and input.

As you know from my message below, when the 2017-18 financial books were closed at the end of September, we learned that we were \$1.5 million short of meeting our minimum 3% reserve required by the California Department of Education (CDE). CDE approved this year's budget with the condition that we begin making reductions immediately and long term. This is a serious situation.

We have taken some immediate steps such as canceling travel/conferences, professional development and contracts when not necessary, not providing food and water for meetings, not approving over-time, etc.

Another immediate step we are taking is to pause when a position is vacated, and take a hard look to determine whether it must be filled or not. Decisions that are being made to not fill some positions when they become vacant (i.e., attrition through resignations or retirements) are being made for strictly financial reasons. These tough decisions are not a reflection of perceived needs at our schools or anyone's work performance. It is easier to make staffing reductions through attrition than in other ways.

While this is not the work we'd like to be doing right now, we know we must do it in order to comply with CDE's requirements and to return Amador County Public Schools to fiscal health. By doing this, we will be able to support our students, staff, teachers and leaders even more successfully for the long-term.

If you have questions or suggestions for us, please don't hesitate to contact me. Thank you for your continued support.

Enjoy your well-deserved 3-day weekend!

Sincerely,
Amy Slavensky