

SCHOOL DISTRICT OF HARTFORD JOINT NO. 1

DEDICATED TO THE SUCCESS OF EACH STUDENT

CITY OF HARTFORD, TOWNS ADDISON, ERIN, HARTFORD – WASHINGTON COUNTY • TOWNS ASHIPUN, RUBICON – DODGE COUNTY
HARTFORD, WISCONSIN 53027

March 16, 2010

Dear Staff:

This letter is written for informational purposes only. On Thursday, March 11, 2010, the Board met to discuss cost reduction options that, regrettably, have to be made to ensure solvency of the District.

The need to reduce expenses is a direct result of inequities created at the State level in the school funding formula. Unfunded mandates, statutory obligations that are unsustainable and a surprise reduction in State aids in late August has put most Districts in the State of Wisconsin, including Hartford Jt 1, at peril.

Compounding the issue, we live in a community that has seen more than their fair share of economic hardship and most recently an unprecedented 13.04% average increase in the Hartford Jt. #1 portion of their property tax based on reductions in State aid to schools.

As a direct result, revenue coming into the District does not meet expenditures – specifically in the areas of salary and benefits. As a percentage, total compensation for salary, benefits and purchased services is approximately 94% percent of the total budget. With little to work with, we have done everything we can to reduce, transfer, postpone and eliminate District expenditures and, for lack of a better term, we have no more wiggle room.

As we share with you the approach the Board is taking to eliminate our deficit, we want to be very clear that we do not feel reducing the workforce is the right thing to do. This, however, is something we cannot unilaterally decide. Within our comprehensive plan, we do not have control over all portions of the budget; more specifically, the portions that need to be agreed to collectively.

From our point of view, when weighing all factors, we feel this is not the time to reduce our workforce, but outside the ability to find a more desirable alternative, we are now in the position to make potentially unpopular decisions.

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ROSSMAN SCHOOL
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District Administrator 262/673-3155 FAX: 262/673-3548
Business Manager 262/673-9033 FAX: 262/673-3548
Pupil Services Dir. 262/673-8042 FAX: 262/673-8045

To the extent possible, our approach and direction given to Administration includes:

Actions Already Taken

Increased Co-curricular Fees
Increased Building Use Fees
Increased Breakfast and Hot Lunch Costs
Transferred America Recovery and Reinvestment Act Dollars to Offset Deficit
Delay Hires
Increased Revenue through Equalization Aid Formula by adding 4 Year Old Kindergarten
Improved Energy Efficiencies to Reduce Energy Cost
Froze School Board Compensation
Funded Efficiencies through Quality Zone Economic Bonds

Immediate Action

Delay Technology Purchases
Delay Curriculum Purchases
Freeze Budgets for all non-essential purchases
Freeze Administrative Salaries
Freeze Non-Union Employees' Salaries
Review Labor Costs under Fund 10 in Food Service to Fund 50
Limit Summer Curriculum Work
Work with West Bend School District on Possible Lawsuit against State on Funding Inequities
and Unfunded Mandates

For the 2010-2011 School Year

Eliminate the practice of waiving fees for the summer school and co-curricular programs
Eliminate one bus route
Pursue additional bus savings
Eliminate .50 Special Education Teacher through Intergovernmental Agreement with the Erin
School District
Go Back to Referendum

Program Reductions in Force – Round I

Copy Room 1 FTE
Study Hall Aide 1 FTE
Special Education Aide 1 FTE
Counseling .50 FTE
Physical Education 1.25 FTEs
Art 1 FTE
Music 1 FTE
Orchestra 1 FTE
Librarian 1 FTE
Family Consumer Education 1.5 FTEs
Technology Education 1 FTE
Eliminate Athletics

Exploratory Discussions

Four Day School Week
Charter School
Virtual School
Study Impact on Allowing Open Enrollment Students into the District (Stockbridge Lawsuit)

Economic Considerations in Lieu of or to Reduce Lay-offs


Furlough Days
Staff Salary Freeze
Change Insurance Carrier to Comparable Carrier
Increase Insurance Deductable
Increase Employee Insurance Premium Contributions

All of the above items in this section have been presented to the HEEA and HASP.

We, the Board members, are in total agreement that we should do everything within our power, especially in these hard economic times, to find solutions that eliminate or limit staff reductions. However, the Board has a duty to bargain exclusively with the Hartford Elementary Education Association (HEEA) and the Hartford Association of Support Personnel (HASP).

If you have any questions regarding information pertaining to contract negotiations, please direct those questions to your respective HEEA or HASP representative.

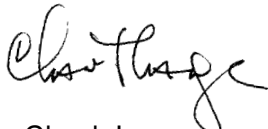
Sincerely,



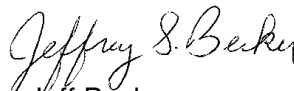
Kate Carroll




Adam Majerus



Chuck Lange



Jeff Becker



Richard Dueck