

SPRINGFIELD SCHOOL DISTRICT

The Springfield Bridge Plan

Closing the \$2.35M Gap Without Mid-Year Layoffs



A Data-Driven Alternative for Board, Union & District Leadership

January 2026

The Core Message

We have a **clear path forward** that avoids mid-year layoffs, maintains educational continuity, and positions us for sustainable funding through a May levy.

\$3.69M

Total Savings Available

\$2.35M

Gap to Close

\$1.34M

Buffer for Uncertainties

✓ Legally defensible

✓ Operationally practical

✓ Positions for May levy

Understanding the \$2.35M Gap

PRIMARY CAUSE

State School Fund Reduction

-\$3.26M

ENROLLMENT DECLINE

9,374 → 8,901
Oct 24-25 Dec 25-26

-473 students (-5%)

SECONDARY COST PRESSURES

Salary/Benefits	+\$5.5M
Lane ESD	+\$1.82M
Insurance/Utilities	+\$430K
PERS Rates	Ongoing

Key: Revenue problem, not spending.

Why Mid-Year RIFs Are High Risk

⚠️ LEGAL RISK

17-day notice violates CBA requirements. Legal challenge likely to succeed, resulting in process halt, damages, and attorney fees.

⚠️ COMMUNITY IMPACT

Mid-year layoffs create parent backlash, worsen enrollment decline, and damage trust needed for levy passage.

⚠️ OPERATIONAL CHAOS

Disrupts students mid-year, collapses remaining staff morale, increases sick days and turnover, makes future recruitment harder.

⚠️ LEVY FAILURE RISK

Community resentment from RIFs makes May levy much harder to pass. Creates downward spiral for 2026-27 and beyond.

The alternative: A furlough approach has significantly lower risk across all dimensions while achieving the same financial goal.

The Four-Pronged Solution



Furloughs

\$1.61M

7 days SEA + 6 days OSEA

Shared sacrifice across all staff



Capital Deferral

\$1.60M

Only 1.5% spent to date

Defer non-critical projects 1 year



Admin Furloughs

\$100K

2-3 days for admin staff

Leadership shares the burden



Operational Cuts

\$375K

Supplies, PD, travel, misc

Administrative belt-tightening

TOTAL SAVINGS

\$3,687,636

GAP TO CLOSE

\$2,350,000

BUFFER REMAINING

\$1,337,636

Buffer available for revenue shortfalls, enrollment decline, or negotiation flexibility

Furlough Impact: Manageable Shared Sacrifice

SEA - LICENSED STAFF

~400 FTE • 190 contract days • \$85K avg

Daily cost per teacher	\$447
District-wide per day	\$178,948
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7 Days Total	\$1,252,636

Impact: 3.7% pay reduction — meaningful but manageable for one year

OSEA - CLASSIFIED STAFF

~300 FTE • 260 work days • \$52K avg

Daily cost per staff	\$200
District-wide per day	\$60,000
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6 Days Total	\$360,000

Impact: 2.3% pay reduction — less impact on 12-month staff

Combined Furlough Savings: \$1,612,636 — Both unions have expressed willingness to negotiate furloughs over mid-year layoffs

Capital Outlay: The Biggest Opportunity

KEY FINDING

Almost nothing has been spent yet — this is the easiest target for deferral

Budgeted	Spent (as of 12/31)	% Used
\$1,912,090	\$29,500	1.5%

Recommended Deferral: \$1,600,000

Keeps \$312K for safety/ADA/critical maintenance

DEFER BY CATEGORY

Technology (computers, software)	\$400K
Facilities (cosmetic, non-critical)	\$500K
Furniture & Equipment	\$300K
Vehicles (buses, grounds)	\$200K
Building Improvements (non-critical)	\$200K
DO NOT DEFER (\$312K) Safety/security, ADA, code compliance, emergency repairs	

Complete Savings Breakdown

Category	Amount
SEA Furloughs (7 days)	\$1,252,636
OSEA Furloughs (6 days)	\$360,000
Admin Furloughs (2-3 days)	\$100,000
Capital Outlay Deferral	\$1,600,000
Supplies/PD/Travel/Other	\$375,000
TOTAL SAVINGS	\$3,687,636

TOTAL SAVINGS

\$3.69M

GAP TO CLOSE

\$2.35M

BUFFER

\$1.34M

Buffer available for revenue shortfalls, enrollment decline, or negotiation flexibility

Risk Comparison: RIF vs. Bridge Plan

Mid-Year RIF Approach
Legal challenge succeeds
CBA violations proven
Student/parent backlash
Levy fails after RIF
Teacher recruitment suffers
Staff morale collapse

Bridge Plan Approach
Enrollment drops further Mitigated by \$1.3M buffer
Revenue lower than projected Buffer + healthy fund balance
Staff morale impact Better than layoffs; levy hope
Levy fails in May Continue approach for 26-27
Union refuses terms Both expressed willingness
Emergency expense \$11M+ fund balance remains

Bridge Plan has significantly lower risk profile across all dimensions

Implementation Timeline

JANUARY

Emergency board meeting. Present furlough proposal. Board decision Jan 26.

FEBRUARY

Complete negotiations. Union ratification. Board approval. Budget amendments.

MARCH

Implement reductions. Form levy committee. Begin planning.

APRIL

Levy campaign. Board resolution. Community outreach.

MAY 20

LEVY ELECTION

Immediate Action

Request emergency board meeting by January 20

Critical Deadline

January 26 board meeting is decision point

Success Metric

Levy passage restores furlough days and capital

Time is critical. Every day of delay makes mid-year RIFs more disruptive.

THE PATH FORWARD

Let's Come Back to the Table

✓ **Mathematically
Sound**

Exceeds target with \$1.3M
buffer

✓ **Legally Defensible**

No CBA violations

✓ **Politically Smart**

Positions for levy success

The alternative — laying off teachers with 17 days notice — violates our contract, disrupts students mid-year, and makes a May levy harder to pass.

This plan is legal, practical, and builds community support.

The numbers support it. The law supports it. The community will support it.