

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
<b>7 Days Total</b>	<b>\$1,252,636</b>

**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
<b>6 Days Total</b>	<b>\$360,000</b>

**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
<b>\$1,912,090</b>	<b>\$29,500</b>	<b>1.5%</b>

**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
<b>TOTAL SAVINGS</b>	<b>\$3,687,636</b>

TOTAL SAVINGS

**\$3.69M**

GAP TO CLOSE

**\$2.35M**

BUFFER

**\$1.34M**

# 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.

# 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.