



Round One Reductions & Adjustments

Salem-Keizer Public Schools

Salem-Keizer Public Schools is facing a significant gap between revenue and expense for the 2024-2025 school year. We have taken immediate action to begin closing the gap. The first step was resetting our district’s spending habits. The second step is recommending a first round of reductions with a minimal impact on students or the staff who directly serve them. This first round of reductions is summarized below.

PART 1: Administration concessions and reduced spending

- District-level administrator salary concessions \$272,000
- Reducing district purchasing, including technology..... \$5.7 million
(\$2 million in current year, \$3.7 million in FY25)
- Suspending replacement of district vehicles..... \$1 million
(\$500,000 in current year, \$500,000 in FY25)
- Reducing conference travel for programs like AVID and Dual Language..... \$350,000

----- Part 1 Subtotal: \$7 million

PART 2: Adjustments and pausing on program expansions

- Adjusting the rate at which we are building up a financial safety cushion in the debt service account for our employee retirement program, PERS \$16 million
(\$6 million in current year, \$10 million in FY25)
- Reducing our budget for updates to smaller investments, such as playground equipment and school furniture \$2 million
(\$1 million in current year, \$1 million in FY25)
- Postponing opening of brand-new career and technical education programs \$400,000
- Increasing the rate we charge outside organizations to rent our facilities to cover real costs. . \$500,000

----- Part 2 Subtotal: \$19 million

PART 3: Staff reductions

- 7 Administrator position reductions. . . . \$1.5 million
- 29 Classified position reductions \$2.3 million
- 10 Licensed position reductions. \$1.3 million

46 positions that are being cut

11%	1%	0.4%
of District administrators	of all SKPS Classified positions*	of all SKPS Licensed positions*

----- Part 3 Subtotal: \$5 million

Round 1 Reductions and Adjustments Total: \$31 million



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Round 1 Reductions

Administrator positions

- Curriculum and Professional Development Coordinator (1 FTE)
- Curriculum Coordinator (1 FTE)
- Human Resources Director (1 FTE)
- Planning and Property Services Coordinator (1 FTE)
- Special Education Coordinator (1 FTE)
- Student Equity, Access and Advancement Coordinator (1 FTE)
- Technology Supervisor (1 FTE)

Classified positions by department/program

- AVID
 - Administrative Secretary (1 FTE)
- Curriculum
 - Instructional Technology Support (1 FTE)
- Executive Administration
 - Administrative Assistant 2 (1 FTE)
- Language Services
 - Native Language Specialist (2 FTE)
 - Translator (1 FTE)
- Library Media
 - Administrative Secretary (3 FTE)
- Student Services
 - Administrative Secretary – Health Services (1 FTE)
 - Licensed Practical Nurse Education Assistant (9 FTE)
 - Senior Clerical Specialist (0.3125 FTE)
 - LRC Senior Clerical Specialist (4.70 FTE)
 - Special Programs Instructional Assistant Bilingual (0.50 FTE)
- Classified staff moved out of the general fund and into an internal services fund (5 FTE)

Licensed Positions by department/program

- Federal Programs
 - Program Associates (2 FTE)
- Student Services
 - Intake Support Teacher (.6 FTE)
 - Instructional Mentors (2 FTE)
 - Registered Nurses (5 FTE)