



# Glendale-River Hills School District

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## MEMORANDUM

March 21, 2024

Subject: Staff Reduction

Dear Glendale-River Hills Staff,

It is with a heavy heart that I inform you of some difficult decisions that have been made regarding staffing within our school district. As you are aware, our district has been facing significant budgetary challenges. After careful consideration of our financial situation, it has become necessary to implement a staff reduction plan.

Regrettably, this means that (13) positions within our district will be reduced for the 24-25 school year. Position reductions affected multiple job classifications in our district and were strategically made to have the least amount of impact on student learning. Attrition in positions due to resignation/retirement comprised 71.5% of the reductions made to have the least amount of impact on staff. A summary of the reductions is as follows:

### **Parkway Elementary**

- Building Sub Position
- Building Sub Position
- SEL Support Position (Attrition)

Parkway currently has three Building Substitute Teachers. With the increase in substitute responses from Teachers On Call, we believe that having one Building Sub is sufficient to provide support when staff are absent.

When students returned from COVID-19, the staff and administration at Parkway noticed a need to provide support for students to help them in Structured Play and recess. Although SEL needs



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still exist, the administration believes that this is a priority that can be supported by the Student Support Team (Counselor, School Psych, Admin, Social Worker, etc.).

## **Glen Hills Middle**

- Supervisory Aid
- SEL Support Position
- Library Teacher
- Building Substitute (Attrition)
- Building Substitute
- World Language Teacher (Attrition)
- Middle School Math Teacher (Attrition)

The SEL support position was added to support students' social-emotional needs after the pandemic. Although SEL needs still exist, the administration believes that this is a priority that can be supported by the Student Support Team (Counselor, School Psych, Admin, Social Worker, etc.).

Glen Hills has a certified teacher who supports library functions under the direction of the District Librarian. There is also a paraprofessional who is staffed in the library to facilitate circulation for staff and students. With this reduction, the library circulation would not be impacted. This will require the District Librarian to assume additional oversight of the library collection at Glen Hills and will task Literacy Coaches/Interventionists to support the curation of text sets for academic learning.

Glen Hills currently has three Building Substitute Teachers. With the increase in substitute responses from Teachers On Call, we believe that having one Building Sub is sufficient to provide support when staff are absent.



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Glen Hills will be reducing a Spanish teacher position due to attrition, leaving one Spanish teacher in place. To support this reduction students in Grade 6 may choose between Spanish and

an Academic Resource Center. Students in 7th and 8th grades may choose between German, Spanish, and Academic Resource Center. The Academic Resource Center will allow for the provision of differentiated learning opportunities varying from extension to intervention and will be staffed by Literacy Interventionists/Coaches. Wisconsin state statutes require access to World Language instruction beginning in Grade 7. High Schools in the state of Wisconsin no longer require World Language for a graduation requirement and many colleges and universities have also followed suit with this. In the state of Wisconsin, UW-Madison is the only UW school to require World Language.

A middle school math teacher has resigned at Glen Hills. Rather than filling the position the Math Interventionists/Coaches will be distributing the teaching workload of this teacher. This creates parity in the roles of Interventionists/Coaches at Glen Hills to create professional development opportunities for teachers through modeling in the classroom setting during the school day.

## **District:**

- Registrar
- Custodian (Retirement/Attrition)
- Board and Superintendent Secretary (Attrition)

The district registrar and superintendent secretary's responsibilities will be re-distributed amongst the district and building office secretary/support staff.

At Glen



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One custodian at Glen Hills resigned, and one custodian at Glen Hills retired. The district will replace only one position, which will result in cost savings. The custodial team will re-distribute responsibilities amongst the team.

Affected staff members were notified individually of their status and will be working with the district office to gain information regarding their rights, benefits, and available resources.

Please know that these decisions were made with the utmost consideration for maintaining the quality of education and services provided to our students. Our priority remains ensuring that every student receives the support and attention they need to succeed academically and socially.

I want to fully recognize the dedication and hard work of all our staff members, and reiterate how grateful the district is for your contributions to our district. I understand that this news may be unsettling, and I am committed to supporting all staff members during this challenging time.

As we move forward, we will continue to assess our financial situation and explore opportunities to minimize the impact on our staff and students. We remain hopeful for the future of our district and are confident that together, we will navigate these challenges with resilience and determination.

Building Principals will be holding optional stand-up meetings before school tomorrow morning.

Parkway: 7:15am in the Parkway Library

Glen Hills: 7:45am in the Glen Hills Library

Sincerely,

Alyson Weiss, Superintendent