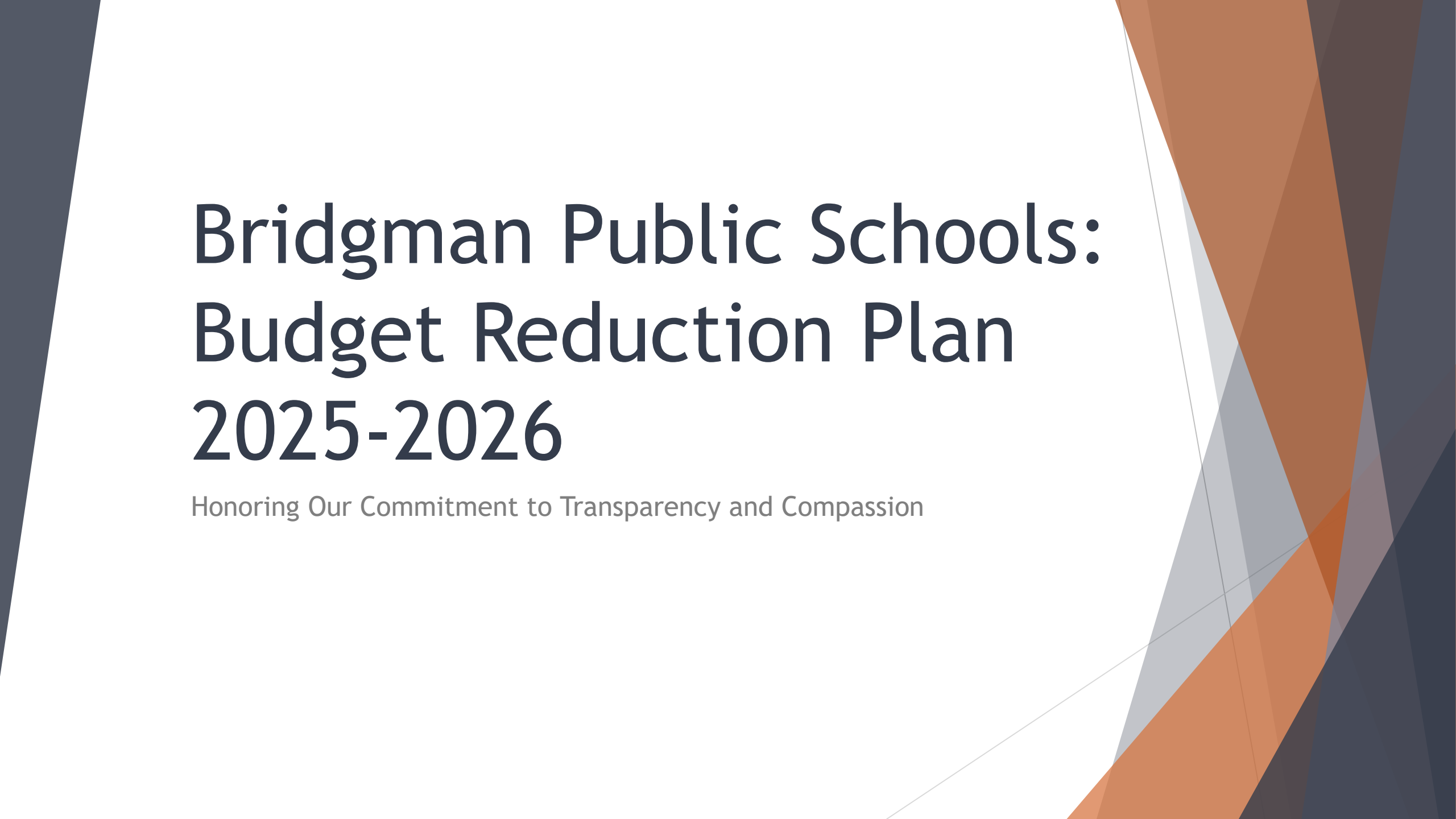




Bridgman Public Schools: Budget Reduction Plan 2025-2026

Honoring Our Commitment to Transparency and Compassion

Introduction

Facing Challenges with Purpose



Facing Challenges with Purpose

Contextual Overview

- ▶ Over the past year, Bridgman Public Schools faced an unprecedented financial challenge due to a 12% revenue loss stemming from the AEP tax settlement.
- ▶ This settlement created a \$1.2 million budget shortfall that required decisive action to ensure the long-term financial stability of the district.

Guiding Principles

- ▶ **Minimize Impact on Students:** Prioritize preserving academic programs and maintaining high standards of learning.
- ▶ **Protect Core Staffing Levels:** Avoid unnecessary reductions while being realistic about financial constraints.
- ▶ **Transparency and Fairness:** Engage in open and honest communication with staff throughout the process.

Facing Challenges with Purpose

The Reality We Faced

- ▶ Without immediate action, our ability to provide quality education and essential services would have been significantly compromised. Additionally, these difficult decisions reflect our responsibility to ensure the district's long-term financial stability and protect the future for our students.
- ▶ Decisions made were not taken lightly and involved months of careful consideration, data analysis, and collaboration with district leadership and building administrators.

A Hard Road, But Not Without Hope

- ▶ Despite the difficult circumstances, we continue to remain committed to our mission of providing a high-quality and well-rounded education to every Bridgman student.
- ▶ Your dedication and resilience continue to inspire us as we navigate this journey together.

Acknowledging Difficult Decisions

Acknowledging the Human Impact

Acknowledging the Human Impact

Honoring Those Affected

- ▶ The hardest part of this process has been the impact on our people - our teachers, support staff, and administrators who have given so much to this district.
- ▶ Layoffs, reductions, and non-renewals are not just numbers on a spreadsheet. They represent colleagues, mentors, and friends who have shaped the lives of our students and contributed to our success.
- ▶ To those who have been affected:
 - ▶ **Your contributions have been invaluable, and your absence will be deeply felt.**
 - ▶ **We understand the emotional toll this takes and offer our full support as you transition to your next chapter.**

Acknowledging the Human Impact

Our Commitment to Transparency

- ▶ Every decision was made with great care and consideration for the individuals involved and the broader impact on our district.
- ▶ We engaged in multiple layers of discussion, review, and analysis to ensure that all options were explored before making these difficult decisions.
- ▶ Moving forward, we remain committed to keeping lines of communication open and providing support to those impacted.

Acknowledging the Human Impact

Respect and Compassion in Action

- Opportunities for Return: If financial conditions improve, we remain hopeful that some of these positions may be reinstated in the future.

Preserving 12 Teaching Positions

A Bright Spot Amidst Difficult Choices

A Bright Spot Amidst Difficult Choices

Strategic Wins Through Exhaustive Planning

- ▶ Through an extraordinary amount of strategic planning, we were able to protect 12 full-time teaching positions.
- ▶ This achievement is a testament to the dedication and hard work of district and building administrators who explored every possible avenue to mitigate the impact on staff and students.

How We Achieved This Goal

- ▶ **Analyzing Class Sizes:** Careful review of enrollment projections allowed us to optimize class sizes while avoiding overburdening remaining staff.
- ▶ **Reallocating Responsibilities:** Creative scheduling adjustments and shared responsibilities allowed us to maintain essential programming with fewer staff members.
- ▶ **Targeted Program Reductions:** By making difficult cuts to non-essential programs and postponing curriculum adoption, we preserved critical teaching positions.

A Bright Spot Amidst Difficult Choices

The Human Side of Preservation

- ▶ The 12 positions that were saved are not just numbers - they represent teachers who will continue to impact student learning and growth.
- ▶ Preserving these positions ensures that students will continue to benefit from strong relationships with familiar, trusted educators who understand their unique needs.

Moving Forward Together

- ▶ While these efforts protected many positions, we acknowledge that challenges remain.
- ▶ We will continue to explore additional funding opportunities and cost-saving measures to further stabilize the district's financial outlook and protect the integrity of our programs.

A Bright Spot Amidst Difficult Choices

Your resilience and dedication make this possible.
We remain committed to ensuring that Bridgman Public Schools
thrives, even in the face of adversity.

Summary of Budget Reductions

2025-2026 Budget Reductions Overview

- ▶ Total Reductions: \$1,266,867.09
- ▶ Teaching Staff: \$582,647.93
- ▶ Support Staff: \$157,511.81
- ▶ Administration: \$72,747.77
- ▶ Transportation: \$42,748.58
- ▶ Programs: \$411,211.00

Teaching Staff Reductions

Teaching Staff: \$582,647.93 Savings (Includes salaries and benefits)

- ▶ Retirements/Resignations (Not Replaced)
 - ▶ BHS Teacher: \$146,471.93
 - ▶ BES Teacher: \$150,488.61
 - ▶ RMS Teacher: \$62,721.37
 - ▶ BES Teacher: \$74,360.05
- ▶ FTE Reductions
 - ▶ BHS Teacher: Reduced to 5/6 FTE - \$17,037.30
 - ▶ BHS Teacher: Reduced to 5/6 FTE - \$15,211.34
 - ▶ BHS Teacher: Voluntary reduction to 5/6 FTE - \$17,460.35
- ▶ Layoff: BES Counselor- \$74,966.78
- ▶ Overload Removal: 3 RMS Teachers - \$23,930.20

Support Staff Reductions

Support Staff: \$157,511.81 Savings (Includes salaries and benefits)

- ▶ Layoffs

- ▶ BES Paraprofessional: \$30,326.42
- ▶ RMS Paraprofessional: \$24,985.47
- ▶ BHS Paraprofessional: \$53,312.23
- ▶ BHS Paraprofessional: \$48,887.69

Administrative Reductions

Administration: \$72,747.77 Savings

- ▶ Reduction in Positions
 - ▶ District Administration: \$32,045.00
 - ▶ District Administration Layoff: \$40,702.77
- ▶ Historical Context
 - ▶ Average: 10.5 positions over 14 years
 - ▶ 2024-2025: 10 positions
 - ▶ 2025-2026: 9 positions

Transportation Reductions

Transportation: \$42,748.58 Savings (Includes salaries and benefits)

- ▶ Retirement (Not Replaced)
 - ▶ Transportation Employee: \$16,578.78
- ▶ Layoff
 - ▶ Transportation Employee: \$26,169.80
- ▶ Route Reductions
 - ▶ 6 bus routes reduced to 5
 - ▶ Special Needs routes partnering with neighboring districts

Program Reductions

Programs: \$411,211.00 Savings

- ▶ Eliminate 9th Grade Boys Basketball - \$6,000
- ▶ No ELA Curriculum Adoption - \$200,000
- ▶ No Chromebook Replacement - \$50,000
- ▶ Lower EMC Budget - \$12,000
- ▶ Eliminate Board of Education Salaries - \$3,715
- ▶ Reduce Legal Services Budget - \$75,000
- ▶ Reduce Maintenance/Custodial Budget - \$18,000
- ▶ Reduce Special Education Budget - \$3,300
- ▶ Reduce Athletics Budget - \$18,196
- ▶ Reduce Transportation Budget - \$10,000
- ▶ Reduce Building Budgets - \$5,000
- ▶ SRO Contract Non-Renewal with City of Bridgman for 2025-2026
- ▶ Unknown Cost Savings Still Expected - \$10,000

Areas with No Impact

No Reductions in Certain Areas

- ▶ Food Service: Separate budget, unaffected by General Fund
- ▶ Custodial/Maintenance: Operating at minimal staffing levels, no changes required

Moving Forward With Purpose

What Comes Next

1. Continued Monitoring: Ongoing evaluation of state and federal funding levels.
2. Legislative Involvement: Actively working with state legislators and education advocates to push for policy changes that support fair funding and prevent similar financial challenges in the future.
3. Community Engagement: Engaging our stakeholders to advocate for equitable funding and long-term sustainability.
4. Exploring Additional Cost Savings: Identifying opportunities to mitigate future impact.

Gratitude and Resilience

Thank You for Your Dedication

To our staff: Your resilience and commitment to our students during this challenging time are extraordinary.

To those impacted: Your contributions have shaped our district in meaningful ways.

Together, we will continue to ensure
the best possible education of our students.

Questions and Open Dialogue

Open Forum for Questions

I encourage open dialogue and I am here to answer any questions you may have.

Your voice matters, and your feedback is valued.