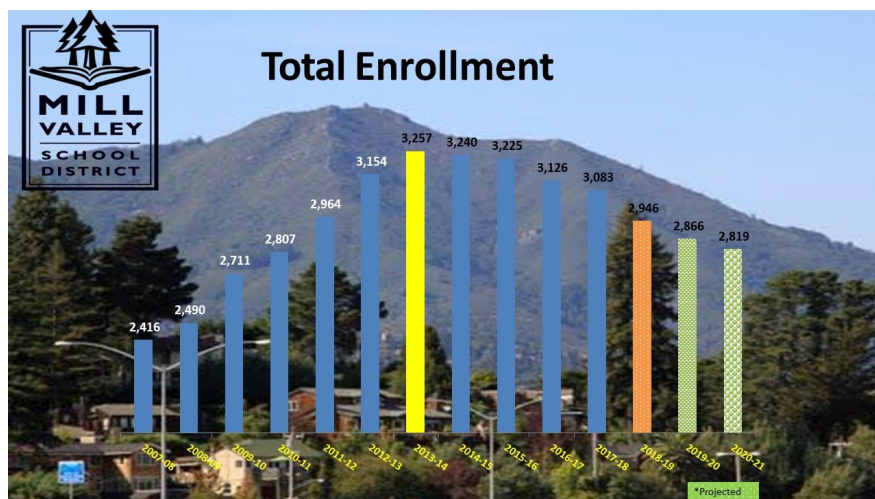


## Mill Valley School District 2019-20 Planning Q&A

What does the district mean by “declining enrollment?”



In 2013, MVSD had an enrollment peak of 3,260, and has seen a decline of approximately 300 students since that time. Due to this decline, it is important that MVSD calibrates staffing ratios so that the district may continue to offer a high-quality, well-rounded education.

In 2007/2008, there was a boom in birth rates, which partially accounts for the rise of enrollment in 2013. In order to keep class sizes consistent, the district hired additional staff. However, considering the decline in enrollment, the district is being proactive in determining the staffing needs based on projected student enrollment. At the start of the current school year, our projections from June 2018 were approximately 50 students higher than the amount of students actually enrolled, which means we started this school year a bit over staffed.

### How does a school district “predict” enrollment patterns?

MVSD evaluates prior years’ enrollment trends, kindergarten enrollment, exiting 8th grade students, and attrition through all grades.

### Is the Mill Valley School District (MVSD) laying off certificated Staff?

Unfortunately, yes, the district has issued preliminary layoff notifications to certificated staff this month due to the alignment of student and staff ratios based on the district’s decline in enrollment over time. These preliminary layoffs are intended to proportionally align staff and student ratios.

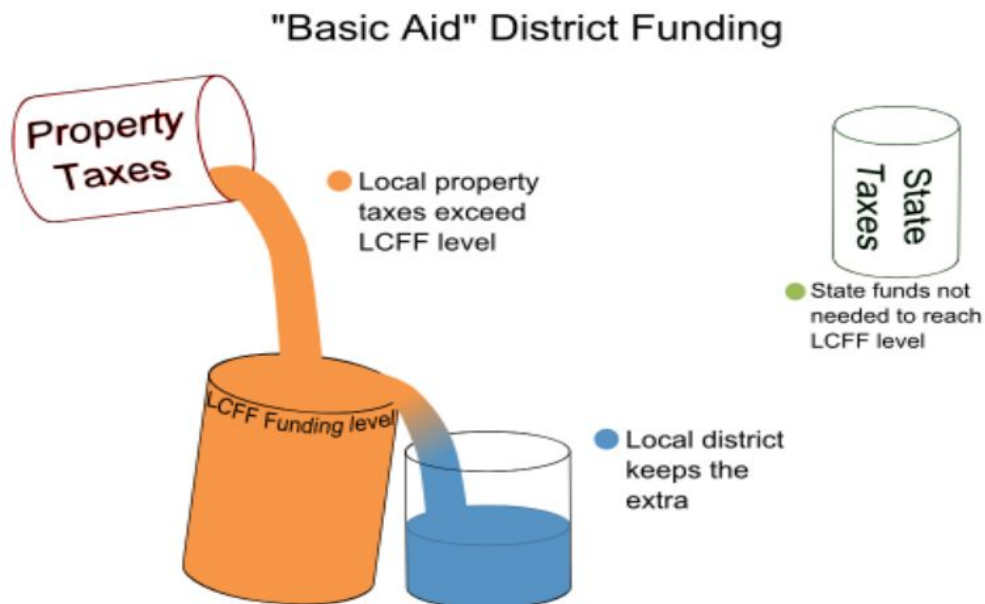
### Is the Mill Valley School District experiencing budgetary issues?

MVSD is proactively planning for the future. In an effort to maintain all educational programs at their current level, it is imperative to calibrate staff and student ratios. A primary responsibility of the district is to maintain fiscal solvency and that is reached through responsible actions in a proactive manner.

### How does school funding work in California? How is Mill Valley School District funded?

There are two primary ways that California schools are funded, the Local Control Funding Formula (LCFF) or community funding (basic aid). Under LCFF, school districts receive allocations from the state on a per-pupil basis. Therefore, in declining enrollment, new revenues are not received on a per-student basis. The district is now under “basic aid,” which means we are community funded through local property taxes.

## Community Funded (Basic Aid)



Source: ed100.org

### Doesn't the district receive extra funds from parcel taxes?

The district receives funds from two parcel taxes. The primary parcel tax that was approved by voters in 2016 will expire in 2029. The supplemental parcel tax that was passed in 2012 is set to expire in 2021 and currently provides over \$2.0 million of ongoing annual revenues. Knowing that this supplemental parcel tax is set to expire, and its original intent was temporary, it is essential that the district plans now.

These proactive steps the district is taking to calibrate staffing is based on recognizing that the supplemental parcel tax revenues will no longer be available to our district.

**How are retirement benefits affecting the district budget and staffing decisions?**

Across California, retirement benefits for all staff members are a large portion of school district budgets. While this is also true for MVSD, the district has been proactively planning for its financial future and fiscal solvency through appropriate budgeting. The board has designated a reserve to help fund the increased pension costs. In 2013-14, the [California State Teachers' Retirement System](#) (CalSTRS) rates were at 8.25% of salaries, or \$1.926 million and for 2018-19, CalSTRS rates are 16.28% of salaries, or \$4.256 million (budgeted).

**Is the district including staff in conversations about planning for future staffing?**

Yes, the district has been engaging with various staff groups, including the Mill Valley Teachers Association (MVTA), specialist teachers, and more. Interim Superintendent Rose has been visiting school sites to engage with staff directly and holding additional meetings to discuss staffing alignment with certificated specialist staff.

**Why are [Kiddo!](#)-funded programs like art and music affected?**

While Kiddo!'s primary goal is to support art and music programs in MVSD schools, declining enrollment also affects the funding that Kiddo! is able to raise. With fewer students and families in the district, Kiddo!'s fundraising is proportionally affected. At the same time, fewer students also require fewer teachers in these specialized subjects.

**Will all staff be affected by this realignment?**

Staffing is being reviewed district-wide, inclusive of certificated, classified, and administrative. All staff will need to be proportionally aligned.

**What is the timeline for planning for the 2019-20 school year and providing layoff notifications?**

At this point, the district has received intent to return forms and notification of leave of absence requests or returns from certificated staff. We are required by [education code 44949](#) to provide Layoff/Release notices to certificated staff on or before March 15.

This preliminary notification of layoff and release to certificated staff must be provided to any permanent or probationary certificated employees whose full time equivalence (FTE) may be reduced. The amount of FTE that was approved at the Special Board Meeting on February 28, 2019 is the maximum amount of staffing that can be reduced. The final notification of reduction is required to be provided to staff on or before May 15, but we hope to provide notice as soon as possible. Timelines and procedures for other classifications of staff (classified and administrators) are different and may provide more time and flexibility.