



OUR COMMUNITY. OUR SCHOOLS.  
OUR COMMITMENT.

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Dear Parents and Guardians,

It's a busy time of year. This year, it has been even busier. As you have likely seen through my earlier messaging on social media, in addition to managing the daily operation of our school district and instruction of our students, I have been deeply engaged in the work of educating our legislators and community members on the complex issues and potential consequences of the Governor's proposed pension reform bill. This bill introduces some drastic and draconian changes to the pension and retirement benefits for our valued teachers and classified staff members.

My blog post ([drdavidrust.wordpress.com](http://drdavidrust.wordpress.com)) will dive further into the specific details and problems with the current pension reform bill, for those who want to learn more. However, at this juncture, I want to share with you that I have been contacted by staff members, raising concerns about the proposed changes to their retirement. Teachers and other staff members have asked permission to assemble and march in Frankfort, if and when a special session is called, to demonstrate their concern to our elected officials. I have shared this concern with our Board of Education and we intend to permit our valued staff the opportunity to exercise their right to protest a bill that would have a tremendous impact on their lives. If the Governor calls a special session of the legislature this month, we will allow employees to mobilize.

If, and when the Governor orders a special session, we will cancel school on the second day of the session, coordinating with other Northern Kentucky school districts and those across the Commonwealth, to allow staff members to march. You will be the first to know our date of school closure via automated phone call, social media, and email. This cancelled day of school will be counted like a snow day and must be made up at the end of the year so students receive every hour of education promised to them. While we don't want to cheat our students from their education, we do want to honor our staff members and their first amendment rights. Through this process we can accomplish both goals.

Because parking at the Capitol will be tedious at best, we will partner with other districts to provide bus transportation to the Capitol. Although discussions around allowing staff members to travel by school bus are still in flux, it is important for me to be transparent and share with you that **taxpayers will not pay for this**. Those riding on buses will have to pay their way to cover the cost of the driver and fuel. I have already received a request from the local Northern Kentucky Educator's Association and the Campbell County Educator's Association to assist with this service and those organizations will likely help pay for, or subsidize the cost of travel for our employees and those across the region.

Finally, as schedules crowd with year-end festivities, I encourage you to take time to tell a Campbell County employee how much you appreciate his or her work. As the holidays approach, the Board of Education and I continue to be grateful, beyond words, for the dedicated teachers and staff in our district who show up every day, doing **Whatever It Takes** for student achievement. We just couldn't succeed without them.

Sincerely,

Dr. David A. Rust  
Superintendent