

Vernon Elementary School District No. 9
FINANCIAL NEWSLETTER



July 6, 2023

From the desk of
Nicolette Gardner



A big big thank you to all our staff!

It has been an exciting year and we are lucky here in our small rural community to have retained all staff members (except one newly retired) from last year and move into the new school year, building on the framework previously created. As an employee it feels good to know where you have been and forge into the future in a spirit of continued improvement.

As a parent of VESD children (pictured above) I encourage my kids to be inquisitive and ask the deeper unseen questions. As a career accountant I can't help but constantly ask myself "what is the cost" as I evaluate the world around us and ponder the costs associated with every transaction. Employee turnover does have a measurable cost, I'd like to share the calculation with you:

Turnover rate = (number of staffers who left / average number of staffers)

Turnover cost = (total number of staffers x turnover rate x average cost of departure)

The direct costs that make up the cost of departure include unemployment compensation, advertisements for the position, time to interview, screen and perform background checks for candidates, time for orientation, onboarding and training of new staffers, these are just a few. The stress put on existing staff as well as employee morale and organizational reputation are harder to measure but no less impactful.

I look forward to playing my part in the education of our students and supporting our parents, teachers, staff, and Governing Board in the Husky P.R.I.D.E. that can't help but be a positive contagion in the new school year!