



School District of Indian River County

Vision: Educate and inspire every student to be successful

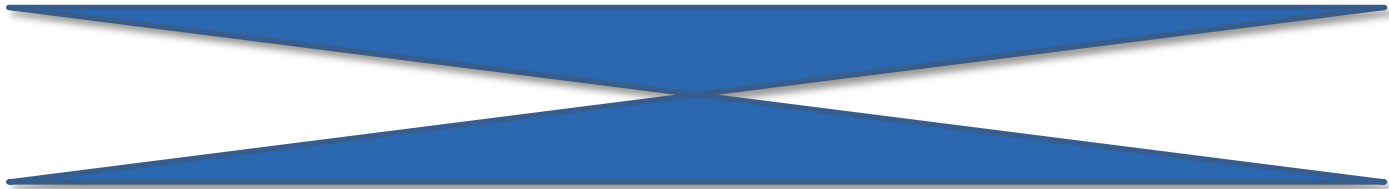
Mission: To serve all students with excellence

2010/2011 BUDGET WORK SESSION

March 23, 2010

9:00 A.M.

Teacher Education Center



Agenda

- Welcome
- Introductions
- Parameters
- Assumptions
- Timeline & Process
- Proposed budget reduction recommendations
- Board Dialogue

Introductions

Superintendent's Budget Council

- Harry J. La Cava, Ed.D. – Superintendent
- Michael Degutis – Deputy Superintendent
- Dr. Fran Adams – Assistant Superintendent – Curriculum
- Dr. Julius “Butch” Teske – Assistant Superintendent - Human Resources (*retired*)
- Carter Morrison - Assistant Superintendent for Finance/CFO
- Denise Roberts - Executive Director for School Improvement
- Sue Curtis – Executive Director of Core Curriculum
- Larry Harrah – Executive Director of Exceptional Student Education
- Takeisha Harris – Director of Staff Development
- Kevin Browning – Director of Human Resources
- Patty Vasquez - Public Information Officer
- Robert Prizito - Chief Information Officer
- Bruce Green - Educational Accountability/Instructional Analyst

PARAMETERS

- ✓ Maintain state required core academic instruction
- ✓ Maintain compliance with Class Size Reduction constitutional mandate
- ✓ Maximize reduction in recurring expenditures
- ✓ Restore operating fund balance to Board required level (SB policy 7.29)
- ✓ Review programs for cost effectiveness

PARAMETERS (cont'd)

- ✓ Maximize organizational efficiency
- ✓ Employ best business practices
- ✓ Apply revenue enhancements where possible
- ✓ Combine job responsibilities where possible

OVER-ARCHING GOAL:

“To maintain educational and financial stability of the School District”

TIMELINE & PROCESS

Date

Meeting/Event

October 20, 2009

Workshop with the Board to discuss 2010/11 budget impactors and to receive input. Established suggestion box on district website

October 29, 2009

Reconvened superintendent's budget council to start working on possible budget reduction scenarios

November 18, 2009

Met with principals in Teacher Education Center (TEC) to discuss possible budget reduction scenarios and receive input

November 20, 2009

Met with superintendent's student advisory council to discuss potential budget impactors and receive input

January 14, 2010

Sent memorandum to principals and district department heads regarding mandatory hiring freeze and moratorium on non-essential purchases and travel

TIMELINE & PROCESS (cont'd)

Date

Meeting/Event

January 20, 2010

Participated in parent support meeting with Redman Christian Migrant Association at Fellsmere Elementary

January 20, 2010

Conducted town hall meeting at Sebastian River High School's media center to discuss potential budget impactors and receive public input

January 21, 2010

Met with superintendent's parent advisory council to discuss potential budget impactors and receive input

January 27, 2010

Conducted town hall meeting at district offices, Teacher Education Center (TEC) to discuss potential budget impactors and receive public input

TIMELINE & PROCESS (cont'd)

Date

Meeting/Event

January 28, 2010

Conducted town hall meeting with Indian River County Education Association (IRCEA) union to discuss potential budget impactors and receive input

February 8, 2010

Conducted town hall meeting with Communications Workers of America (CWA) union to discuss potential budget impactors and receive input

February 18, 2010

Met with representatives of the Indian River County Taxpayers Association to discuss potential budget impactors and receive input

February 23, 2010

Conduct work session to update board on information received and discuss possible budget reduction recommendations

Assumptions

Breakdown of budget impactors:	Amount	%
Total funding reduction (3%)	\$3,600,000	3.0%
FRS increase. Approx (30%)	\$2,214,000	1.8%
Bargaining units - Step & performance bonus increase (approx. \$1M- IRCEA, \$0.35M - CWA)	\$1,350,000	1.1%
Class Size - (class by class) approx. 15 teachers needed	\$868,380	0.7%
Restore fund balance to required 4%	\$3,200,000	2.7%
To position district for mid-year cut	\$1,400,000	1.2%
Total potential reduction	\$12,632,380	10.5%

Proposed Budget Reduction Recommendations

#	State fiscal stabilization funds:	
1	Eliminate and restore 7.8 resource specialists to state fiscal stabilization funds	\$504,318
2	<i>Eliminate and restore 17 ESE teacher assistants to state fiscal stabilization funds</i>	<i>\$496,094</i>
3	<i>Eliminate and restore 9 high school non-core teachers to state fiscal stabilization funds. 5 at VBHS and 4 at SRHS</i>	<i>\$422,298</i>
4	Eliminate and restore 7 elementary physical education teachers to state fiscal stabilization funds	\$405,244

Proposed Budget Reduction Recommendations

#	State fiscal stabilization funds:	
5	Eliminate and restore 4.5 elementary music teachers to state fiscal stabilization funds	\$260,514
6	Eliminate and restore 4.5 elementary art teachers to state fiscal stabilization funds	\$260,514
7	Eliminate and restore 4 middle school business teachers to state fiscal stabilization funds	\$231,568

Proposed Budget Reduction Recommendations

#	State fiscal stabilization funds:	
8	Eliminate and restore district "academic" instructional supplements to state fiscal stabilization funds	\$168,539
9	Eliminate and restore Piper program to state fiscal stabilization funds	\$156,000
10	Eliminate and restore 2 Spanish teachers in IB Program at elementary and middle school to state fiscal stabilization funds	\$115,784
11	Eliminate and restore 2 secondary education technology specialists to state fiscal stabilization funds	\$90,500

Proposed Budget Reduction Recommendations

#	State fiscal stabilization funds:	
12	<i>Eliminate and restore 1 information services operations analyst position</i>	\$81,688
13	Eliminate and restore the coordinator of gifted position to state fiscal stabilization funds	\$74,569
14	<i>Eliminate and restore 60% of the lead student support specialist position to state fiscal stabilization funds</i>	\$47,661
	Subtotal of costs eliminated and restored to state fiscal stabilization funds for fiscal 2010/11	\$3,315,291

Proposed Budget Reduction Recommendations

Reconciliation of state fiscal stabilization funds:	Amount \$
Total estimated funding	\$5,712,707
Potential charter schools allocation based upon DOE assurances	(\$556,956)
State fiscal stabilization year 2 commitments from 2009/10	(\$1,840,460)
Total estimated costs eliminated and restored 2010/11 from above	(\$3,315,291)
Total utilization of state fiscal stabilization funds- balance remaining	\$0

Proposed Budget Reduction Recommendations

#	Federal funds:	
15	Reclassify 2.5 elementary physical education teachers to Title 1 funds	\$144,730
16	Reclassify 2 elementary media specialists positions at Title 1 schools to Title 1 ARRA funds	\$115,784
17	Reclassify 2 elementary art teachers to Title 1 funds	\$115,784
18	Reclassify 2 elementary music teachers to Title 1 funds	\$115,784

Proposed Budget Reduction Recommendations

#	Federal funds:	
19	Reclassify 1 ESE district student support specialist to IDEA (ARRA) funds	\$80,102
20	<i>Reclassify 30% of director of staff development salary to Title II funding</i>	<i>\$28,014</i>
	Total federal funds utilization:	\$600,198

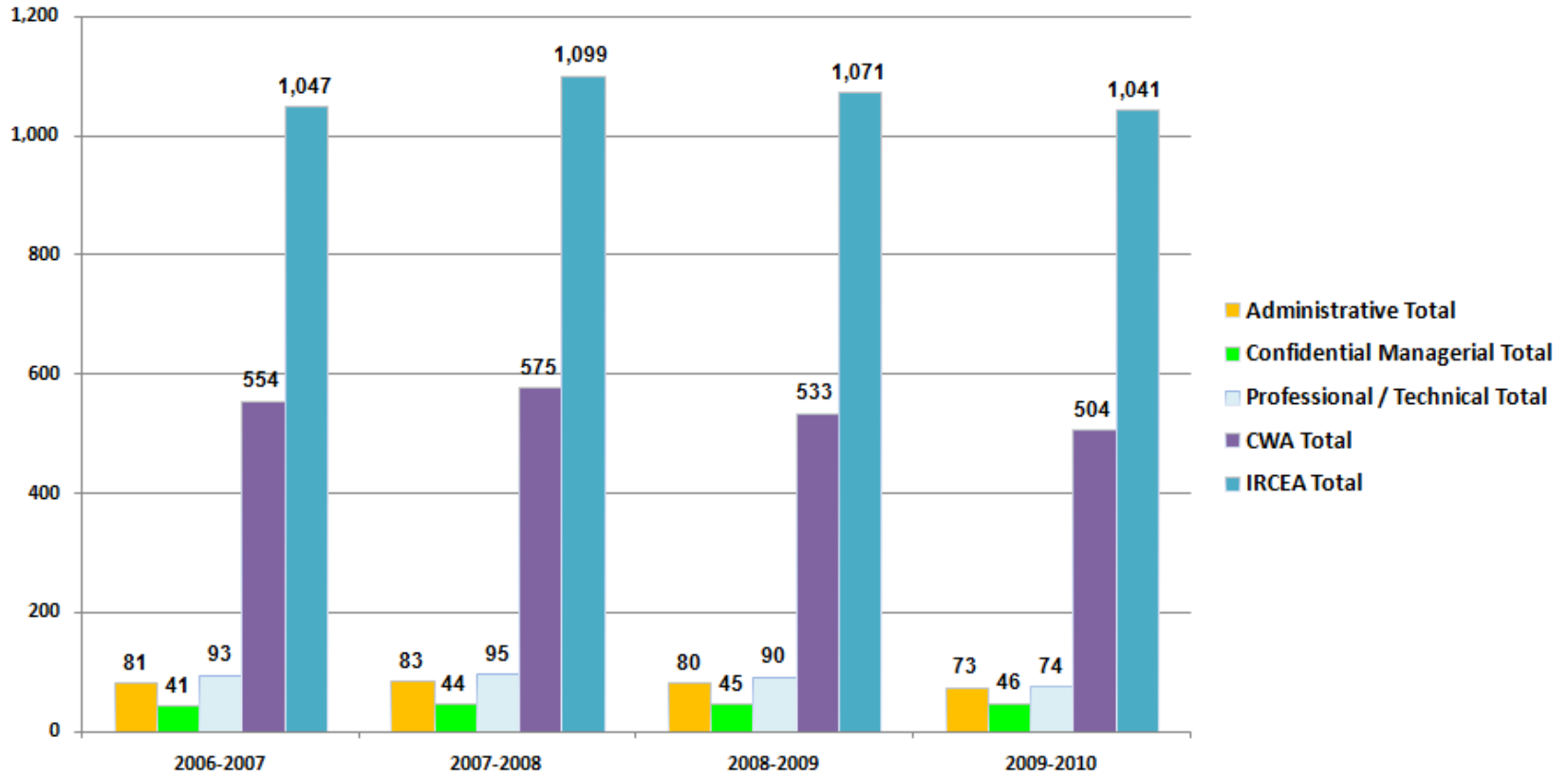
Proposed Budget Reduction Recommendations

#	Other proposed reductions	
21	Exercise flexibility option not to purchase textbooks for fiscal 2010/11 school year. (Includes a 20% reserve for critical needs)	\$1,060,766
22	<i>Eliminate non-state mandated middle school reading courses for students scoring upper level 3, level 4 or level 5 on FCAT reading (22.5 teaching positions)</i>	\$1,055,745
23	<i>Eliminate 25 ESE teacher assistant positions</i>	\$729,550

Proposed Budget Reduction Recommendations

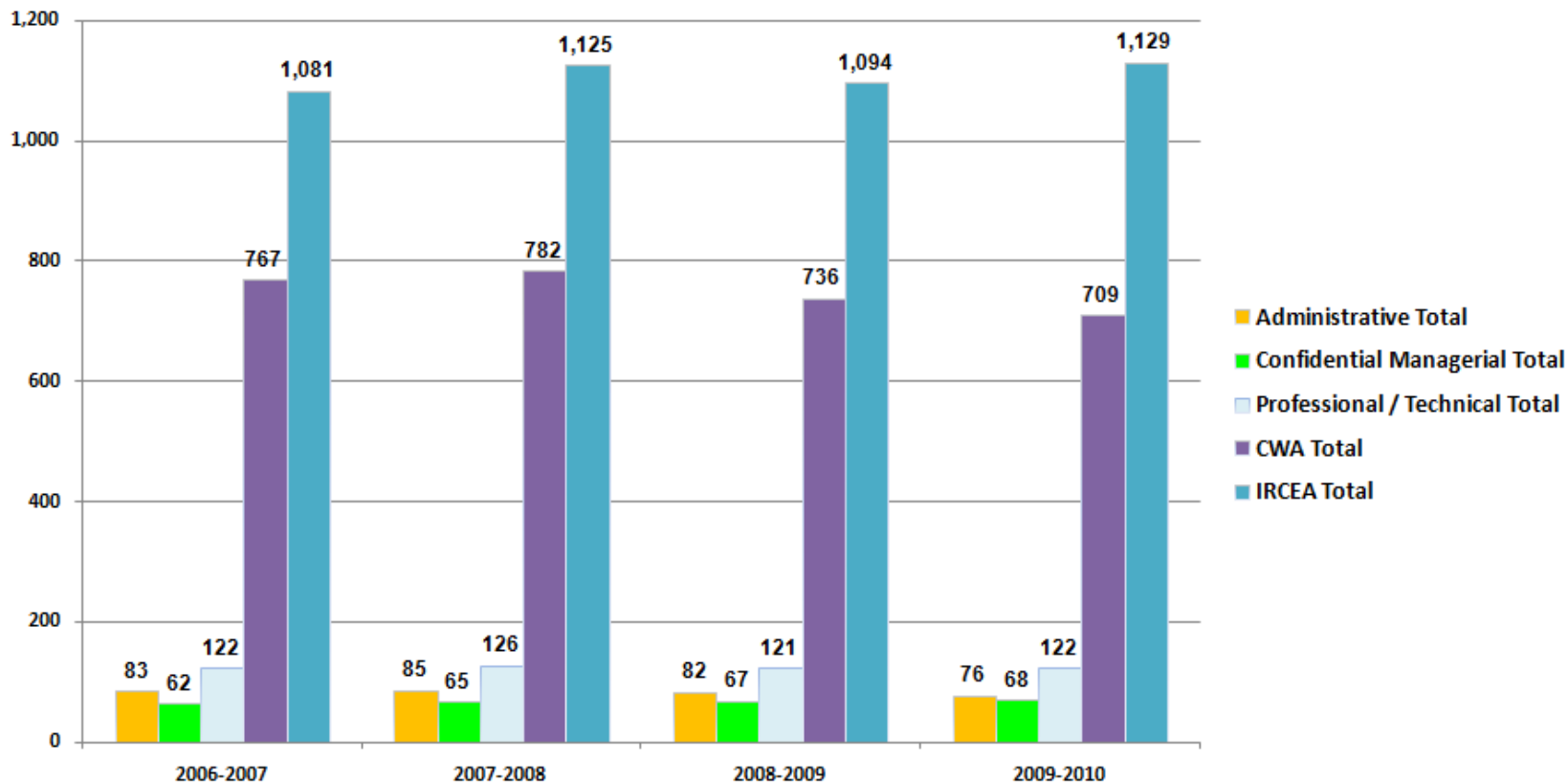
#	Other proposed reductions	
24	<i>Zero-based reduction in all district level department non-labor budgets</i>	\$700,000
25	<i>Eliminate 14 secondary core teaching positions</i>	\$656,908
26	All non-bargaining positions pay cut of 5% (2.5% for any employee receiving a pay cut of 5% or greater in prior year 2008/09): Non-bargaining pay cuts: (excl. AP's) - 2009/10 -2.4% , 2010/11 pay cut - 5% , total 2 yr reduction =7.4%. AP pay cuts: 2008/09 - 8.33%, 2010/11 - 2.5%, total 2yr reduction =10.83%	\$638,000

Four Year History of Staffing Patterns - General Funds



Pay Type Group	Change in Budgeted Annual %	Annual Base Salary			Count of Employees		
	2007 To 2010	SYR 2007	SYR 2010	2007 To 2010	SYR 2007	SYR 2010	2007 To 2010
Administrative Total	-10.0%	\$6,284,853	\$5,654,846	-\$630,007	81	73	-8
Confidential Managerial Total	13.4%	\$1,522,856	\$1,726,674	\$203,818	41	46	5
Professional / Technical Total	-11.6%	\$5,135,942	\$4,538,481	-\$597,461	93	74	-19
CWA Total	-0.4%	\$12,821,232	\$12,764,929	-\$56,303	554	504	-50
IRCEA Total	6.9%	\$45,123,984	\$48,240,693	\$3,116,709	1,047	1,041	-6
Grand Total	2.9%	\$70,888,867	\$72,925,622	\$2,036,755	1,816	1,738	-78

Four Year History of Staffing Patterns - All Funds



Pay Type Group	Change in Budgeted Annual %	Annual Base Salary			Count of Employees		
	2007 To 2010	SYR 2007	SYR 2010	2007 To 2010	SYR 2007	SYR 2010	2007 To 2010
Administrative Total	-9.7%	\$6,418,166	\$5,795,121	-\$623,045	83	76	-7
Confidential Managerial Total	10.7%	\$2,146,054	\$2,376,725	\$230,671	62	68	6
Professional / Technical Total	5.2%	\$6,433,027	\$6,768,292	\$335,265	122	122	0
CWA Total	2.8%	\$15,748,440	\$16,188,374	\$439,934	767	709	-58
IRCEA Total	12.7%	\$46,327,397	\$52,202,641	\$5,875,244	1,081	1,129	48
Grand Total	8.1%	\$77,073,084	\$83,331,153	\$6,258,068	2,115	2,104	-11

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
27	<i>20% reduction in non-labor budget at schools</i>	\$555,587
28	<i>Eliminate all media assistants</i>	\$483,984
29	Repurpose Thompson Magnet School (board approved 3/9/2010)	\$474,636
30	<i>Eliminate 6 secretary positions at secondary and 1 additional senior secretary position at SRHS</i>	\$237,981
31	Further reduce school level supplements by 25%	\$200,000
32	Close Simon Mall program	\$162,850

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
33	<i>Readjustment of the delivery system of education for alternative education center students</i>	\$134,468
34	<i>Eliminate 2 facilities coordinator positions at high schools</i>	\$133,719
35	<i>Eliminate 2 ESE teaching positions at VBHS</i>	\$115,784
36	Eliminate and restore 2 drivers education teacher positions to state fiscal stabilization funds	\$115,784
37	Institute "Pay to Participate" for sports competitions	\$104,000
38	<i>Estimate of SCERMP property casualty premium savings</i>	\$100,000

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
39	<i>Eliminate 2 assistant principal positions at high schools (currently teachers on assignment)</i>	\$93,844
40	<i>Eliminate 2 attendance officer positions</i>	\$93,844
41	Redesign the delivery of gifted services - eliminate elementary full time and transportation for cluster sites	\$79,497
42	<i>Eliminate 2.5 custodial positions: 1 at the VBHS Performing Arts Center, 1 at FLC, 0.5 at Gifford Middle School</i>	\$78,608

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
43	<i>Leave school psychologists position vacant</i>	\$65,556
44	<i>Eliminate 2 health assistant positions</i>	\$61,456
45	<i>Leave retiring mechanic position vacant</i>	\$58,348
46	<i>Leave hospital homebound teaching position vacant</i>	\$55,125
47	<i>Reassign 2 athletic director positions back to the classroom part time</i>	\$46,922

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
48	Eliminate district sponsored fieldtrips for 1st grade to the Environmental Learning Center and 2nd & 6th grade field trips to theatre productions	\$44,340
49	<i>Eliminate 1 inventory specialist position</i>	<i>\$44,340</i>
50	<i>Eliminate 1 ESE word processor position</i>	<i>\$43,105</i>
51	<i>Eliminate 1 information services help desk position</i>	<i>\$41,037</i>

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
52	<i>Eliminate 1 personnel records specialist position</i>	\$41,037
53	<i>Eliminate 1 security monitor position at SRHS</i>	\$30,400
54	<i>Eliminate 1 administrative assistant for public information office</i>	\$30,068
55	Eliminate AVID Program	\$30,000
56	<i>Net savings due to elimination of 1 payroll coordinator's position</i>	\$30,000

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
57	<i>Eliminate 1 clerical assistant position at Treasure Coast Elementary</i>	\$25,143
58	Superintendent's budget reduction: Performance bonus: \$14,000, (2008-2011) Certification bonus: \$6,000 (2008-2011) 1/2 car allowance:\$4,750 (2011)	\$24,750
59	<i>Reduce 4 ESE program specialists and 1 lead pyschologist position to 11 months</i>	\$24,560
60	Convert middle school sports teams to clubs	\$20,000

Proposed Budget Reduction Recommendations

#	Other proposed reductions	
61	Project CHILD discounts	\$14,530
62	Savings due to renegotiated cost of recycling program	\$14,000
63	<i>Reduce 1 school social worker calendar by 20%</i>	<i>\$13,016</i>
64	Delete network analyst supplement	\$4,000
65	Reduce lead student support specialist calendar from 11 months to 10 months	\$3,551
	Subtotal other proposed budget reductions:	\$8,770,839
	Grand total proposed budget reduction recommendations	\$12,686,328

Summary of total potential reduction vs. total proposed budget reduction recommendations

Summary of budget scenario	
Total potential funding reduction	(\$12,632,380)
Subtotal proposed budget reduction recommendations	\$12,686,328
Subtotal over (short)	\$53,948

Summary of positions eliminated and restored 2009/10

State Fiscal Stabilization funds:	Units:	Amount
Alternative to Suspension Teacher	1	\$57,892
Alternative to Suspension Teacher Asst	1	30,724
AP Coordinator	1	82,672
ESOL Resource Teacher	0.75	43,419
Grant Accountant	1	73,882
IB Teacher	1	57,892
Library/Media Specialist	9	521,028
Pre-K Teacher Assistant	1	22,866
Reading Coach	11	636,812
Teacher on Assignment Science Coord	1	57,892
Teacher, LPN Program	1	57,892
Subtotal State Fiscal stabilization:	28.75	\$1,642,971
Federal Funding		
Bilingual Specialist	1	\$57,892
Math Coach	1.5	86,838
Resource Specialist	6	347,352
Speech and Language Pathologist	10.1	584,709
Student Support Specialist	10	728,427
Teacher Assistant, ESOL	7	190,211
Teacher ESOL	2	115,784
Title I Resource Teacher	1	57,892
Subtotal federal funds:	38.6	\$2,169,105
Grand Total positions eliminated and restored	67.35	\$3,812,076

Summary of positions eliminated and restored 2010/11

State Fiscal Stabilization funds:	Units:	Amount
Resource Specialist	7.8	\$504,318
ESE Teacher assistants	17	496,094
High School Non-Core Teacher	9	422,298
Elementary PE Teacher	7	405,244
Art Teacher	4.5	260,514
Music Teacher	4.5	260,514
Middle School Business Ed Teacher	4	231,568
IB Spanish Teacher	2	115,784
Ed Tech Specialist	2	90,500
Operations Analyst	1	81,688
Coordinator, Gifted Services	1	74,569
Teacher (Piper Program)	1	67,754
Lead Student Support Specialist	0.6	47,661
Teacher Assistant (Piper Program)	1	26,477
Subtotal State Fiscal stabilization:	62.4	\$3,084,983
Federal Funding		
PE Teacher	2.5	\$144,730
Art Teacher	2	115,784
Library/Media Specialist	2	115,784
Music Teacher	2	115,784
District Student Support Specialist	1	80,102
Subtotal federal funds:	9.5	\$572,184
Grand Total positions eliminated and restored	71.9	\$3,657,167

Summary of positions at risk

Summary of positions funded through ARRA funds **

Category	2009/10	2010/11 projected	Total over 2 years	Total positions at risk
Instructional	46.35	57.50	103.85	103.85
Support	21.00	14.40	35.40	35.40
Total	67.35	71.90	139.25	139.25

** Source - Position Control records 3/19/2010

Summary of positions eliminated in 2009/10

Position	Units	Amount
Teachers	58.70	\$3,321,186
Custodians	23.80	783,209
General maintenance worker	3.00	114,206
ESE program specialist	1.00	93,117
Executive director	1.00	91,424
Indoor air quality (filter crew)	2.00	86,640
Teacher assistant	3.00	81,080
Secretary	2.00	79,111
Elementary assistant principal	1.00	77,074
Personnel staffing specialist	1.00	74,615
Project Child coordinator	1.00	72,494
Carpet crew	2.00	65,513
Grounds crew	2.00	62,800
Mechanic	1.00	58,801
Guidance counselor	1.00	55,366
Payroll clerk	1.00	52,726
Psychologist	0.70	48,699
Mail courier	1.00	46,933
Parts specialist	1.00	44,952
HVAC mechanic	1.00	44,905
Auto service worker	1.00	38,586
Routing specialist	1.00	32,827
Receptionist	1.00	30,853
Vehicle data specialist	1.00	24,843
Total positions eliminated for budget savings	112.20	\$5,481,960

Summary of positions being eliminated in 2010/11

Position	Units	Amount
Teachers (includes 14 core, 31.5 non-core)	45.5	\$2,134,951
ESE Teacher Assistant	25	729,550
Media Assistant	21	483,984
Secretarial Positions (Secondary)	7	237,981
Facilities Coordinator	2	133,719
Assistant Principal (High School)	2	93,844
Custodians	2.5	78,608
Health Assistant	2	61,456
Inventory Specialist	1	44,340
Word Processing Operator	1	43,105
Help Desk Operator	1	41,037
Personnel Records Specialist	1	41,037
Security Monitor	1	30,400
Administrative Assistant, District	1	30,068
Payroll Coordinator	1	30,000
Clerical Assistant	1	25,143
Teacher Assistant	1	21,101
Total positions eliminated for budget savings	116.00	\$4,260,324

Summary of positions eliminated

Summary of positions eliminated				
Category	2009/10	2010/11 projected	Total over 2 years	Total positions eliminated
Instructional	60.70	45.50	106.20	106.20
Support	49.50	70.50	120.00	120.00
Total	110.20	116.00	226.20	226.20
** Source - Position Control records 3/19/2010				

“Supermajority 0.25 mill” option

(value of \$3.5 million)

Residential Home Scenario	
- Assessed value *	\$159,600
- Homestead exemption	(\$25,000)
Taxable value	\$134,600
Taxes paid in 2009/10 excluding 0.25 mill	\$1,046.52
Taxes paid in 2009/10 including 0.25 mill	\$1,080.17
Incremental tax increase 2009/10	\$33.65

An incremental tax of \$33.65 translates to **65 cents per week**

* Source: Sperling's Best Places - online:www.bestplaces.net

Next steps

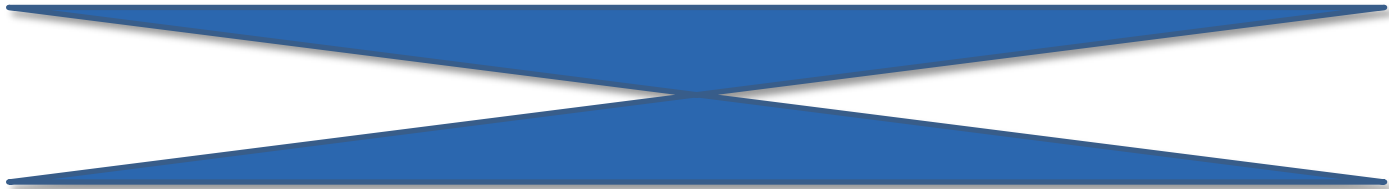
- April 13, 2010 - Review 2010/11 budget reduction recommendations
- April 13, 2010 - Board vote on final budget reduction recommendations
- May 20, 2010 - Review Final Legislative Conference report
- June 22, 2010 - Workshop on Preliminary Budget, Millage, Levy and
Review of Capital Outlay Five Year Plan
- July 29, 2010 - Adoption of Tentative Budget & Millage Rates
- Sept. 9, 2010 - Adoption of Final Budget & Millage Rates



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Dialogue with the Board



Summary of total potential reduction vs. total proposed budget reduction recommendations

Summary of budget scenario	
Total potential funding reduction	(\$12,632,380)
Subtotal proposed budget reduction recommendations	\$12,686,328
Superintendent's reorganization	\$187,625
Total proposed budget reduction recommendations	\$12,873,953
Grand total over (short)	\$241,573