

Escondido Union School District

2011-12 Budget Reduction Planning
March 7, 2011

Board Feedback...

- ▶ Consider retaining:
 - Nicolaysen Community Day School
 - Counselors
 - Assistant Principals
 - Nurse
 - Elementary Music Program
 - COMPACT Membership

OPTION B - No Tax Extensions (REQUIRED BY SDCOE) (Without reopening of collective bargaining)		
Ongoing Reductions		
<i>Education Center Reductions:</i>		
Educational Services	\$140,000	
Business Services	\$110,000	
PPS/Special Ed Clerical	\$90,000	
Human Resources	\$100,000	
Expulsion Panel Elimination	\$7,723	
Pupil Services shifts	\$17,500	
Maintenance Department	\$100,000	
Custodial and additional Maintenance staff reductions (10 FTE)	\$480,000	
Eliminate Drinking Water	\$1,000	
Removal of personal appliances in work place/classrooms	\$1,000	
Subtotal Ed Center Reductions		\$1,047,223

OPTION B - No Tax Extensions (REQUIRED BY SDCOE) (Without reopening of collective bargaining)		
Ongoing Reductions		
<i>School Site Reductions:</i>		
Counselors (5 FTE)	\$0	
Teacher positions (tightening staffing formula, declining enrollment - Grades 4-8 14 FTE x \$62,500)	\$875,000	
Eliminate Site Subs (cost offset with est. addtl. occasional subs)	\$50,000	
Asst. Principals (2 FTE)	\$200,000	
Office staff formula reduction (5 FTE overall)	\$170,000	
Reduce school library techs from 8 to 6 hours	\$240,063	
Reduce middle school additional allocation for master schedule flexibility (5.0 FTE)	\$406,000	
Special Ed Teacher/Aides	\$79,000	
Removal of personal appliances in work place/classrooms	\$50,000	

OPTION B - No Tax Extensions (REQUIRED BY SDCOE) (Without reopening of collective bargaining)		
Ongoing Reductions		
Reduce 1 FTE Registered Nurse		\$0
Consolidate middle school music programs to fewer sites		?
Reduce elementary music 1 FTE (2 PTE program remains)		\$88,500
Eliminate Community Day School program		\$0
Eliminate extra clerical support for scanning Edusoft		\$39,155
Eliminate speech instructional assistants		\$102,105
Utilize gate program funds flexibility		\$107,000
Reduce use of consumables in the classroom		\$45,000
Reduce Special Ed instructional asst. calendar by 2 days		\$30,000
Subtotal School Site Reductions		\$2,479,823

OPTION B - No Tax Extensions (REQUIRED BY SDCOE) (Without reopening of collective bargaining)		
Ongoing Reductions		
<i>Employee Concessions (may be subject to negotiations)</i>		
Step and Column Freeze (eligible emp) Not proposed		
Salary Schedule Reductions		
Work/School Year Reductions (All Emp - 4 furlough days already agreed to - 2 additional days in 2011-12 credited here)	\$900,000	
Management furlough days equity 0.4% salary red. - 0.2% additional for 2011-12 credited here)	\$15,000	
Subtotal Employee Concessions		\$915,000

OPTION B - No Tax Extensions (REQUIRED BY SDCOE) (Without reopening of collective bargaining)		
Ongoing Reductions		
<i>Other Reduction Strategies:</i>		
Certificated Retirements (10 @ \$22,000 differential)	\$220,000	
Classified Retirements (5 @ \$5,000 differential)	\$25,000	
Early Retirement Incentive	?	
OPEB Normal Costs Charged to Categorical Programs	\$70,000	
Eliminate Rady Children's Hospital contract	\$53,000	
Eliminate COMPACT membership	\$10,000	
Eliminate CSBA Legal Alliance membership	\$3,121	
Reduce travel/conference expense	\$34,243	
Implement copier efficiencies campaign	\$20,000	
Subtotal Other Strategies		\$435,364

OPTION B - No Tax Extensions (REQUIRED BY SDCOE) (Without reopening of collective bargaining)		
Ongoing Reductions		
<i>STATE FLEXIBILITY - available 08/09 to 14/15 (proposed)</i>		
K-3 Class Size - 25:1 (26 FTE reduction - tighten staffing formula, declining enrollment)	\$1,768,316	
Routine Restricted Maintenance at 2.3% - No change proposed		
Deferred Maintenance Contribution	\$200,000	
<i>Total State Flexibility</i>		\$1,968,316
Total Ongoing		\$6,845,726
Other One-Time Only		
Redevelopment Revenue	\$2,253,000	
Fund 17 (GASB 45)	\$1,000,000	
Arbitrage Fund 17-35	\$100,000	
Total One-Time		\$3,353,000
TOTAL BUDGET SOLUTIONS 11-12		\$10,198,726

Additional considerations

- ▶ CSEA proposal
 - 1 furlough day (11 & 12 month employees) = \$58,700
 - 8 additional furlough days = \$469,600
- ▶ Budget Freeze implemented
 - All expenditures to be highly scrutinized
- ▶ Parcel Tax
 - Long-term proposal, more info to be provided in future
- ▶ 4-Day Work Week

Budget Reduction Scenario

March 7, 2011 Board Mtg.

OPTION B - No Tax Extensions (REQUIRED BY SDCOE) (Without reopening of collective bargaining)		
Ongoing Reductions		
Education Center Reductions:		
Educational Services	\$140,000	
Business Services	\$110,000	
PPS/Special Ed Clerical	\$90,000	
Human Resources	\$100,000	
Expulsion Panel Elimination	\$7,723	
Pupil Services shifts	\$17,500	
Maintenance Department	\$100,000	
Custodial and additional Maintenance staff reductions (10 FTE)	\$480,000	
Eliminate Drinking Water	\$1,000	
Removal of personal appliances in work place/classrooms	\$1,000	
Subtotal Ed Center Reductions		\$1,047,223
School Site Reductions:		
Counselors (5 FTE)	\$0	
Teacher positions (tightening staffing formula, declining enrollment - Grades 4-8 14 FTE x \$62,500)	\$875,000	
Eliminate Site Subs (cost offset with est. addtl. occasional subs)	\$50,000	
Asst. Principals (2 FTE)	\$200,000	
Office staff formula reduction (5 FTE overall)	\$170,000	
Reduce school library techs from 8 to 6 hours	\$240,083	
Reduce middle school additional allocation for master schedule flexibility (5.0 FTE)	\$408,000	
Special Ed Teacher/Aides	\$78,000	
Removal of personal appliances in work place/classrooms	\$50,000	
Reduce 1 FTE Registered Nurse	\$0	
Consolidate middle school music programs to fewer sites	?	
Reduce elementary music 1 FTE (2 FTE program remains)	\$88,500	
Eliminate Community Day School program	\$0	
Eliminate extra clerical support for scanning Edusoft	\$39,155	
Eliminate speech instructional assistants	\$102,105	
Utilize gate program funds flexibility	\$107,000	
Reduce use of consumables in the classroom	\$45,000	
Reduce Special Ed instructional asst. calendar by 2 days	\$30,000	
Subtotal School Site Reductions		\$2,479,823
Employee Concessions (may be subject to negotiations)		
Step and Column Freeze (eligible emp) Not proposed		
Salary Schedule Reductions		
Work/School Year Reductions (All Emp - 4 furlough days already agreed to - 2 additional days in 2011-12 credited here)	\$900,000	
Management furlough days equity 0.4% salary red. - 0.2% additional for 2011-12 credited here)	\$16,000	
Subtotal Employee Concessions		\$916,000
Other Reduction Strategies:		
Certificated Retirements (10 @ \$22,000 differential)	\$220,000	
Classified Retirements (5 @ \$5,000 differential)	\$25,000	
Early Retirement Incentive	?	
OPEB Normal Costs Charged to Categorical Programs	\$70,000	
Eliminate Rady Children's Hospital contract	\$53,000	
Eliminate COMPACT membership	\$10,000	
Eliminate CSBA Legal Alliance membership	\$3,121	
Reduce travel/conference expense	\$34,243	
Implement copier efficiencies campaign	\$20,000	
Subtotal Other Strategies		\$436,364
STATE FLEXIBILITY - available 08/09 to 14/15 (proposed)		
K-3 Class Size - 25:1 (26 FTE reduction - tighten staffing formula, declining enrollment)	\$1,768,316	
Routine Restricted Maintenance at 2.3% - No change proposed		
Deferred Maintenance Contribution	\$200,000	
Total State Flexibility		\$1,968,316
Total Ongoing		\$8,945,728
Other One-Time Only		
Redevelopment Revenue	\$2,253,000	
Fund 17 (GASB 46)	\$1,000,000	
Arbitrage Fund 17-35	\$100,000	
Total One-Time		\$3,353,000
TOTAL BUDGET SOLUTIONS 11-12		\$10,198,726

PRELIMINARY MULTI-YEAR PROJECTIONS - 2011-12 GOVERNOR'S BUDGET

OPTION B - TAX EXTENSIONS NOT ON BALLOT OR NOT PASSED

	2011-12	2012-13	2013-14
ESTIMATED BEGINNING BALANCE (UNRESTRICTED)	\$ 21,800,000	\$ 19,592,167	\$ 6,541,034
ESTIMATED MANDATE REIMBURSEMENT - 1 TIME (NEW AS OF 2-24-11)	\$ 546,730		
ESTIMATED EFFECTS OF 2010-11 SPENDING FREEZE (NEW 3-7-11)	\$ 500,000		
TOTAL REVISED ESTIMATED BEGINNING BALANCE (STILL SUBJECT TO CHANGE)	\$ 22,846,730		
REVENUE LIMIT			
ESTIMATED ADA	16,822	16,508	16,343
ESTIMATED PERCENTAGE DECLINE FROM PRIOR YEAR ADA	-1.94%	-1.87%	-1.00%
EST. LOSS FOR DECLINING ENROLLMENT LOSS \$18/ADA ("FLAT" FUNDING LOSS)	\$ (1,667,000)	\$ (1,492,000)	\$ (1,065,000)
EST. POTENTIAL COLA ON REVENUE LIMIT/FORMULA CHGS (ASSUMES FUNDED COLA APPROX (LOSS) GAIN ON REVENUE LIMIT	\$ (309,000)	N/A	N/A
	\$ (1,976,000)	\$ 42,411	\$ 2,382,000
	\$ (5,551,000)	\$ 42,411	\$ 1,317,000
LESS: ONGOING REV LIMIT REDUCTION OF \$330/ADA (BASED ON CURRENT-YR ADA) NET (LOSS) GAIN ON REVENUE LIMIT	\$ (7,527,000)	\$ (55,000)	\$ (160,000)
REDUCTION IN CSR REVENUE DUE TO DECLINING ENROLLMENT (25:1 - assumes COLA) PERMANENT LOSS OF SPECIAL EDUCATION SPECIAL DISABILITIES ADJUSTMENT	\$ (475,000)	\$ (55,000)	\$ (160,000)
REDEVELOPMENT REVENUE TO COVER NEW DEBT SERVICE	\$ 924,367	\$ 19,784	\$ (1,079)
EXHAUSTION OF SPED IDEA ARRA	\$ (2,100,000)	N/A	N/A
EXHAUSTION OF FEDERAL JOBS BILL FUNDING	N/A	(2,000,000)	N/A
ABSENCE OF OTHER FUND BORROWING (FUND 17-00)	\$ (1,000,000)	\$ (2,100,000)	N/A
ABSENCE OF ONE-TIME BORROWING (REDEVELOPMENT FUNDS FUND 25-38)	N/A	(2,253,000)	N/A
GENERAL FUND SUPPORT- SPED/ SPED TRANS	\$ (350,000)	(250,000)	(250,000)
ADDITIONAL DEBT SERVICE - 2010 REFUNDING BONDS	\$ (924,367)	(19,784)	1,097
EXTINGUISHMENT OF DISTRICT LONG-TERM OBLIGATIONS	\$ 25,834	149,019	205,929
MINIMUM ESTIMATED SAVINGS FOR FUTURE RETIREMENTS (10@ 22,000 differential)	\$ (1,800,000)	220,000	220,000
EST. STEP/COLUMN	N/A	(1,800,000)	(1,750,000)
RESTORE 4 FURLOUGH DAYS	\$ 10,198,726		
DEFICIT (EXCESS OF COSTS OVER REVENUES)	\$ (3,254,563)	\$ (9,796,570)	\$ (417,053)
11-12 DEFICIT		\$ (3,254,563)	\$ (3,254,563)
12-13 DEFICIT			\$ (9,796,570)
CUMULATIVE DEFICIT AFTER CORRECTIVE ACTION IN 1011	\$ (3,254,563)	\$ (13,051,133)	\$ (13,468,186)
ESTIMATED ENDING BALANCE (UNRESTRICTED)	\$ 19,592,167	\$ 6,541,034	\$ (6,927,152)
	14.6 %	4.6 %	-4.9 %
ASSUME ACCUMULATED REDEVELOPMENT FUNDS IN EXCESS OF AMOUNT NEEDED FOR MINIMUM DEBT SERVICE IS USED IN YEAR 3 TO MAINTAIN NEEDED RESERVE LEVELS			
ESTIMATED UNRESTRICTED ENDING FUND BALANCE	\$ 19,592,167	\$ 6,541,034	\$ (2,038,742)
ESTIMATED RESERVE FOR ECONOMIC UNCERTAINTY (4%/ 4%/ 3%) (APPROXIMATE)	\$ 5,380,000	\$ 5,650,000	\$ 4,300,000
REMAINING FUND BALANCE AFTER RESERVE FOR ECONOMIC UNCERTAINTY (OTHER RESERVES)	\$ 14,212,167	\$ 891,034	\$ -6,338,742

Concept: 4-day School Week

4-day school systems largely exist in seven predominantly rural states (Arkansas, Colorado, Louisiana, New Mexico, South Dakota, and Wyoming), and the systems are largely located in small, rural communities. "Of the nearly 15,000 school districts nationwide, more than 100 of them in 17 different states use a 4-day school system, 0.6% (Wall Street Journal, 2010)." More recent school systems to adopt 4-day school week include states such as Georgia and Hawaii.

Perceived Advantages:

- Intuitively appealing
- Transportation savings, especially for rural districts (13-20%)
- Some district employees have reduced jobs from 40 hours/week to 32 hours/week (classified employees)
- Food costs reduced (up to 20%)
- Reduction in student and employee absenteeism

Perceived Disadvantages:

- Daycare issue for parents
- Longer hours may be difficult for younger students
- Substantial savings may not be realized when teachers remain full-time.
- Energy costs remain largely the same
- Disruption to extracurricular activities
- Disruption to professional development activities done before- and after-school
- More than 8-hour work days
- Teacher prep time outside of the school day?
- Loss of veteran employees reduced to 32 hours, to full-time positions elsewhere
- Limited research on 4-day school week systems impact on student achievement

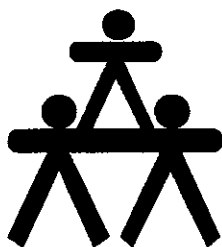
Outstanding Considerations

- Building usage (may not be less, no savings)
- Public reaction to 4-day schedule
- Student achievement
- Other uses for 5th day of the week
- Professional development would be required to adapt strategies to longer day
- Would shortening the school week send a mixed message re education?
- Advantages for a rural school system may not be realized in larger, less rural districts, with potential problems related to increased demand for child care, working with special needs students, and delinquency.
- 4-day work week savings are not realized without personnel pay being reduced.

Financial analysis of a 4-day school week system was done in Indiana:

www.indiana.edu/~iepc/inpolicy .

"In brief, substantial savings are unlikely to be realized without reducing personnel costs. Reducing teacher, administrator, and support staff compensation would be very difficult, and unwise, if the total contact hours remain constant when moving from the five- to four-day week.



Escondido Education COMPACT

2247 EAST VALLEY PARKWAY ■ ESCONDIDO, CA 92027

760-839-4515 FAX 760-738-6076

March 5, 2010

To: Jennifer Walters, EUSD Superintendent & School Board Members
From: Patty Huerta, Executive Director, Escondido Education COMPACT

As the state continues to face fiscal challenges, which are negatively impacting our school district, the schools and the youth we all serve; we certainly know that you need to make hard financial decisions. I first want to thank Escondido Union School District for their partnership and financial support over the years.

I thought it was important to provide you information on the return on your annual \$10,000 investment in COMPACT. Since, the school year is not yet over – I will provide specific numbers through December 31st and then projected numbers through the end of this fiscal year.

This year, each of the middle schools held (or will hold) a *Career Day* on their campus that was facilitated and/or supported by the Education Outreach Coordinator at COMPACT (Note: Her salary is actually blended funding through another COMPACT grant – she estimates that over 40% of her time is dedicated to outreaching, planning and coordinating the middle school Career Days - \$14,560):

- Mission Middle School -
 - 300 youth
 - 20 speakers @ 2hrs each = 40 hours
- Rincon Middle School
 - 300 youth
 - 18 speakers @ 2hrs each = 36 hours
- Del Dios Middle School
 - 300 youth
 - 20 speakers @ 2 hrs each = 40 hours
- Bear Valley Middle School
 - 300 youth
 - 18 speakers @ 2 hrs each = 36 hours
- Hidden Valley Middle School
 - 300 youth
 - 18 speakers @ 2 hours each = 36 hours

Total Youth Served is 1500; 94 Guest Speakers; providing 188 hours of support. All of our Guest Speakers are professionals, which take the time out of their extremely busy schedules to visit the school and share great information on their career and developing

career pathway. *The value of these professionals time is estimated to be \$ 4,700. (At an average hourly rate of \$25.00/hr.)*

Our very active *Community Service* component has supported many schools in the district with a wide variety of activities – ultimately serving a large number of students and their families.

To-date we have supported Rose School, Meet the Teacher Night, Young Writers Awards, Lincoln School: Each Wednesday and some Mondays in October through the end of the 2010-11 school year--library help, various Back to School Nights as well as Family Nights.

For the remainder of the school year, there will be many School Festivals, Health Fairs, Art Fairs, various other School District volunteer supports (First Five Packets, School Clean-Ups, Parent Conferences, etc) and a new request just in from Lincoln School to help transition teachers' classrooms and the library

This totals at least 35 separate events with over 199 youth volunteers providing an estimate of 484 hours of service. This service translates into an added value of \$5,805.

Between these two components of service; you have received over 100% return on your investment and that does not include COMPACT Staff's participation in SARB, SST, School Site Councils and endless coordination and communication with School Administrators, Counselors, School Support Specialist and Teachers.

Just as important and providing even a further return on your investment is the leveraging of the \$10,000; COMPACT has developed and continues to develop partnerships over the years that have not only brought in excellent service and support to EUSD youth and their families, but also a large financial contribution.

Grant & Funding Opportunities – COMPACT's partnership with the San Diego Office of Education provided funding from the California Attorney General's Office in collaboration with the California Department of Education for two (2) School Community Violence Prevention Grants for EUSD in the amount of ***\$200,000/year for five (5) years (for a combined total of \$2 million).***

The Hidden Valley Middle School's highly successful program called "Promoting Positive Change" is finishing up its 5th year:

PLUS student participants: 24

PLUS Youth Development Events 10-11: 8

Total participants: 1600 participants

Girls' Group participants: 20

Female enrichment activities: 3

Teambuilding: 12 participants

Girls Conference: 37 participants

Girls Taking Action participants: 18

Service Learning projects: 3

Total Participants: 200

Although the outcomes are not completed and/or compiled for the FY 10/11 – wanted to remind you of the outcomes achieved by the SCVP grant at HVMS for FY 09/10.

- 93% increased their connectedness to school (compared to 0% prior to group)
- 86% increased their knowledge of gangs (compared to 57% prior to group)
- 71% increased their knowledge eating disorders (compared to 43% prior to group)
- 86% increased their knowledge relationship violence (compared to 57% prior to group)
- 86% increased their knowledge of the effects of drug use (compared to 50% prior to group)
- 76% increased their refusal skills (compared to 43% prior to group)
- 86% increased their desire to want to go to college (compared to 50% prior to group)

Data Collection Results:

64% improved their GPA

73% decreased their unexcused absences

The Del Dios Middle School program is finishing its 4th year:

PLUS student Participants: 300

Youth Development/Youth Enrichment Participants: 2,000

Service Learning Participants: 150

Vocational Training (Pathway 2 Prosperity)

(Note: Focus on how much you need to earn to live in San Diego and what careers are in the most need and provide sustainable wages) Participants: 340

Boys Group & Girls Group participants: 25

(Note: Both these boys and girls receive intensive one on one case management, the development of an Individual Service Strategy and Education Plan) On each Tuesday, we facilitate a tutoring club for these students. It is now staffed by our Case Manager and 3 volunteers (high school and CS”USM students)

Additionally, Escondido Education COMPACT in partnership with Escondido Police Department as the lead and fiscal agent was awarded a grant from the Governor’s Office Emergency Services & Governor’s Office of Gang and Youth Violence Policy a Cal GRIP Grant for two years. The primary focus of this grant is middle school youth at-risk (dropping out, gang affiliation/association, suspension/discipline referrals) and/or first time offenders. The total grant is over \$500,000 for two years. It provides the following specific services and support to EUSD youth and families:

Cal GRIP EUSD Services to-date:

56 EUSD youth have participated in the Diversion Program and have received intensive case management services and appropriate referrals for additional support and/services.

All EUSD parents are given the opportunity to participate in the parent training called Guiding Good Choices. Guiding Good Choices is a research-based program offered to parents to help support their youth in making "good choices". There is no cost to the school and/or parents for the training – it is currently being offered on the campus of Bear Valley Middle School and 12 parents are enrolled in the program. The project objective is to train 30 parents/year.

Education COMPACT, COE Recreation and PAL worked with Mission & Del Dios Middle School to establish a referral process for youth that could use additional support and mentoring. There are 39 youth registered from Del Dios and 44 youth registered from Mission. The official start of the program was 12/1 – the youth learned and practiced soccer drills with the COE Recreation Staff and the PAL officers through the Christmas break. There are 8 teams at each school with subs – the games between the schools have begun 1/29. All the youth have completed the pre-survey and received their PAL Shirt. The culmination of the 15 week series will end with a soccer tournament called "Battle for the Badge" to be held at Ryan Park.

Community Meeting - the 1st Community Meeting was held on November 10th at Orange Glen High School – there were over 100 people in attendance (including parents and youth from neighboring elementary & middle schools. Along with the speakers, we had many community resources. The survey's were distributed to one person/family – the results documented that 92% of these had gained knowledge from the meeting; 70% said that they feel gangs were a problem in their child's school; 68% said that they will take advantage of the community resources.

The 2nd Community Meeting is schedule to be held the end of April and we are hoping for it to be hosted at Mission Middle School.

Staff and Parent Trainings on Gangs: Any school and/or parent group could request a training from the EPD/EGRIP on keeping kids out of gangs. Our hope that that at the end of the 2 year grant cycle, we have facilitated a training at each elementary and middle school.

In closing, we believe that the services and supports Escondido Education COMPACT provides to EUSD youth are all critical skills that they need in order to succeed – our goal is help prepare every youth by the age of 21 for college, work and life. In order to obtain this goal, we need to begin to develop this roadmap as early as possible. Please continue to support your partnership with COMPACT – allowing us to continue offering and developing quality programs and services that help to improve the education outcomes and workforce readiness for all Escondido youth.

EUSD is spending \$10,000 on your partnership with Escondido Education COMPACT and getting a \$664,560/year LEVERAGED RETURN ON THAT INVESTMENT! Thank You.