

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS**

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**School Board Retreat  
Fort Lauderdale High School  
April 22, 2010**

At today's retreat the School Board Members were presented a detailed budget status report of the Central Administration, Support Services, and the Executive Leadership Team Budget Report Three Year Trend.

**•Central Administration & Support Services Summary**

Staff gave a report outlining exactly what is being spent out of each area regarding personnel; non restricted items, such as: materials and supplies, copiers and mileage; and restricted items such as the Area Office discretionary funds, water, trash, electricity, telecommunication, maintenance, insurance premiums and claim expenses.

***Administrative Department Personnel***

-Personnel. This includes salaries for Administrative and Support Services departments' personnel.

Total personnel cost is 42.8% of the budget, which equates to \$192.5 million of the total budget.

***Administrative Departments***

-Non-restricted items, such as: materials, supplies, copiers and mileage - \$1.3 million.

-Restricted items, such as: the Area Offices Discretionary fund, which is used for schools - \$35.4 million.

Total Administrative costs is 8.2% of the total budget - \$36.7 million.

***Support Services Departments***

-Non-restricted items, such as: materials, supplies, copiers, and mileage - \$30.7 million.

-Restricted items, such as: water, trash, electricity, telecommunications, maintenance, insurance premiums, and claim expenses - \$189.7 million.

Total Support Services Department costs are 49.0% of the total budget - \$220.4 million.

The grand total of the Central Administration and Support Services Departments is \$449.6 million.

The Board asked about the use of the Area Office Discretionary funds. These funds are distributed to schools on an as need basis. Some schools need more funds for security and supplies. Sunland Park is an example of a school that would receive more funding. This school does have greater needs and would not be able to afford the needs they have with their existing budget. Also, schools on the Differential Accountability list need more funding to help them get off that list. These funds cannot be used to hire teachers as they are designated for safety, security and supplies. It was brought up at this time that there are parents who believe that some schools are receiving more money due to scheduling, such as: block scheduling. The truth is a formula is used and each school gets the same

funding, which is based on the number of students that are enrolled. Board Members asked about the 6% reductions schools are asked to make and how is that done. Staff replied that this is also based on a formula.

At this time it was suggested to the Superintendent that a document be created entitled "Myth versus Fact" to answer and put to rest many questions the community has.

Staff was asked to further investigate the different scheduling at schools and if schools were all on the same schedule that would save the district money. This information is requested for the Board. Myth: Block scheduling gives schools more money. Fact: Staff will supply this information for the Board and will be placed in the Myth versus Fact document.

Details of this budget break down and the departments it supports can be found on the eAgenda April 22, 2010 retreat.

**•Executive Leadership Team Budget Report Three Year Trend**

Staff then presented the Executive Leadership Team Budget Report Three Year Trend from each of its divisions.

First, the summary was discussed of all divisions, which included recommended personnel reductions, cost savings to the School District, and the total three-year staff reduction cost savings.

Over the three year period, starting with the 08-09 school year and ending with 2010-11, there has been a total staff reduction of 739.85 positions with a total saving to the School District of \$42, 787,741. Staff will be creating a final summary document, which will include further summary details for the Board Members.

Each ELT Division Administrator presented his/her reductions over the past three years and for 2010-11. This included non-chart, chart positions, and the total savings to the School District.

The Area Offices first discussed their budget cuts and further staff reductions. Dramatic cuts were made last year when the Area Offices were reduced from four Area Offices to three. This year there will be 30 non-chart positions cut. Staff is requested to continue to see what services can be combined for further savings. Staff stated they are always looking at ways to save and are having those discussions continuously.

Educational Programs and Student Support Services has many personnel reductions, due to the fact that the Safe and Drug Free Schools grant was taken away by the State. There are 13.75 non-chart positions that will be eliminated. The Division is in the process to find additional grants for the Prevention Department.

The Board pointed out that at this time the School District does not have a permanent employee to represent the School District, at the Federal Level, to speak on behalf of Education. It was requested that the School District Federal Government consultant represent the School Board on committees at the Federal level.

Staff is requested to supply the Board with information regarding any funding that will be received from the Federal government for the Haitian students that are coming into the School District.

Funding for Student Support Services is being reduced. The District is still available to help, but suggests that the community and businesses become school partners to help with funding for events like the Debate Team and their travel expenses. Staff stated that funding for the All County Music is being looked into. It was suggested that there be an admission charge for the main event. Board Member wants to make sure the message that is getting out to the schools is the School Board does not have dollars to fund student activities, but will continue to try and help. Board Member suggested changing the School District's advertising policy to allow businesses to sponsor clubs. Little League teams do it all the time. Schools can be creative and figure out a way to do it for debate teams and all the other teams as well.

Another concern is the AP courses that students have to take due to new State requirements and the AP review classes that are being reduced. Florida Virtual School and Apex are other sources for students to use for review classes.

Human Resources and Human Resource Development has been doing the work of one division, which has resulted in many personnel reductions. Also, training materials and consultants have been reduced. With all the personnel cuts that have been made across the School District people have had to work out of their classifications, which have resulted in more grievances, thus, increasing the workload in that area.

There is a contractual bumping procedure in place. Teachers, maintenance, and the technical support group all have a bumping process as part of their contract.

Board Members asked with all these layoffs if there are processes in place to help those that are losing their jobs. There is process in place to coordinate with Work Force One, benefits, retirement, resume writing, courses for teachers to pursue certification in other areas, to name a few. Board Member stated that this is being proactive and critical that this process is in place. "Myth and Fact." There is a process in place to help personnel who have lost their jobs. This is available for non-chart and chart positions. Contact non-instructional and instructional departments for more information.

Office of the Chief Financial Officer was reviewed. Due to past cuts, staff has had to work around the clock due to workload increase and less personnel. Board Member asked about ERP positions. Staff stated that the School District's investment in the ERP System must be protected and runs as lean as possible.

The Audit department was reviewed and they will be removing one more auditor, a total of three over the past three years. Board Members asked when doing audits to see if departments can be run more efficiently and thus saving money.

Going through each division it was clear that the Office of Operations, which is over Physical Plant Operations, Risk Management, Transportation, BECON, and Education Technology Services, and Facilities & Construction Management have the largest personnel reductions.

Facilities and Construction Management will be losing many of their employees due to the severe cut to construction funding. There are very few projects on the books at this time. Those projects that are being done are due to Davis Bacon Federal Grant funding. Some employees have been shifted to other areas of need, such as ADA compliance projects and safety projects.

Physical Plant Operations will be losing many employees. The District is cutting back on the maintenance of buildings and only doing necessary jobs such as electrical, plumbing, and waterproofing. The community thinks we could cut back on painting schools. Another item for the "Myth and Fact" document. Painting has been drastically cut. Painting will only be done on repair work that needs repainting and waterproofing schools to make sure mildew doesn't get in. It was suggested that students could earn service hours by helping to paint a school. Staff will look into this.

Due to the severe cuts, maintenance may not be able to respond as quickly as it has in the past. Deferred work orders will probably grow as the result of these cuts. There is a concern due to the loss of manpower, the approaching storm season, and the District being prepared. The lessons learned from the past have helped us prepare a recovery plan. Work will have to be prioritized.

Another myth, schools are running too cold. This has been investigated and there are just seven schools left that need to be reviewed to see if their air conditioning needs to be reduced.

The Board suggested that staff should look at products that would help the School District save dollars. The Seeds committee is a good venue to bring new products to be investigated.

The ETS Department was reviewed. In spite of the reductions, this department continues to thrive. There are twenty-one positions that will be cut. ETS runs 24-7 and there is a backlog of works orders. Staff has been realigned to go out to schools and there is increased training online. ETS is maintaining and is not starting new projects. Erate funding has helped considerably.

Risk Management will make further reductions to the lost and stolen replacement allocation, which will limit the ability of Risk Management to replace lost equipment throughout the School District. Also, Risk Management has reduced other support personnel allocation, which eliminates all overtime and temporary staffing except in emergency circumstances.

The Building Department has eliminated the external inspection service contract. In house employees will absorb the workload. Myth: The cost of doing an inspection is less if done by the city. Fact: It costs less to have inspections done in house.

The Safety Department has already experienced significant reductions in staffing through natural attrition and the hiring freeze. Any additional reductions would impact the department's ability to provide state mandated inspection services to all District and charter schools.

Warehouse-Material Logistics has eliminated ten vacant positions and have reduced other purchased services. In house staff will assume this function.

Transportation Services. Staff is evaluating route reduction and the impact on other routes. Other reductions are being reviewed, such as: reducing overtime and servicing of buses. When we look at the overall transportation budget it costs \$37,000 to run a bus per year, a teacher's salary. There has been a rapid increase in the aging of the buses due to the increased life cycle to 13 years. This has had a dramatic cost increase for additional materials and parts to service buses. Broward County Schools has the highest mechanic ratio to buses than any county in the State with 52 mechanics. Maintenance costs have gone up in order to keep the fleet on the streets.

Myth: Nova is the only school provided county-wide transportation. Fact: Magnet Programs also have county-wide transportation

Myth: Buses run with one only one student. Fact: The one student could be the last student delivered or an ESE special needs bus. Each regular bus carries 71 students and receives FTE dollars and pays for transportation costs.

Over the past three years, including the recommended trims for the 2010-11 school year, the School District will have eliminated almost 740 administrative jobs. Adding the vacancies makes that number 1,031 employees.

The U.S. Education Secretary, Arne Duncan, recently stated the United States is on the verge of an "education catastrophe" nationwide, with up to 300,000 public school jobs threatened. This is absolutely correct and that budgets next year will be worse than what we are currently facing.

Arne Duncan is urging Congress to approve more stimulus funds to save school jobs. Staff stated that the Broward School Board must continue to lobby its congressional representatives to approve the funds.

Material for this presentation is available on the eAgenda April 23, 2010 retreat.

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