

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS**

**JAMES F. NOTTER  
SUPERINTENDENT**

Telephone (754) 321-2600

Facsimile: (754) 321-2701

**School Board Retreat  
April 29, 2010**

Staff came before the School Board to present the Layoff Notification Requirements, the Budget Reduction Impact by School Level, and the Board Members' Budget Savings Recommendations.

**Layoff Notification Requirement Timeline**

First, the Layoff Notification Requirement timeline was reviewed. This is information the Board had requested and can be found on the eAgenda for this meeting. Originally the date for teacher notification was May 3rd. This has changed to May 10<sup>th</sup>, in order for the Superintendent to have a discussion with the Broward Teachers Union (BTU) President regarding the teachers' contract and the offering of a 50% part time position. The School District's Principals were allowed last year to offer teachers a 50% part time position. The BTU requested that the School District stop employment negotiations for those teachers who are not reappointed and that they are placed in the surplus pool. Per Florida Statute 1012.22 (a) 4(b) teachers must be advised of their reappointment three weeks after receipt of FCAT scores or June 30<sup>th</sup>, whichever is later. Staff plans to bring the Board item, which list the teachers that are surplus, to the June 2<sup>nd</sup> School Board meeting.

Board Members asked if a teacher was surplus if the program would remain in the school. Staff stated that it would, unless the school and community decided to discontinue the program. It is a school's decision. A teacher in the surplus pool with the most seniority would be selected to go into the position. Board Members and the Superintendent do not like this process, because the teacher who has established the class, student relationships, and does not have seniority, will not be returned to that program. This is part of the BTU contract.

All union personnel contracts have notification requirements except Meet & Confers, BBPAA, ESMAB & COPA. All groups will be notified the week of May 3 through 7, 2010, except BTU, which will be notified after May 10<sup>th</sup>. The seniority process governs all union employees that are surplus. Organizational chart positions have already been notified.

The following information was requested:

- How many schools have full time teachers for art, music, PE, and have a media specialist.
- How did some schools keep their special teachers and media specialist and other were not able to do that?
- What is the cost for a school to have fulltime special teachers?
- All unions except BTU have come to the table and have said what they are willing to do to save jobs. They would support a furlough of 3-5days.

It was mentioned several times that the BTU president should be present today for this discussion.

### **Budget Reduction Impact by School Level**

The Superintendent started this presentation by informing the Board that as of last night, the State notified him of a further budget reduction for this year of \$3 million. \$6 million was already imposed last January, due to the State's miscalculation of the number of students statewide. The \$3 million reduction is a further proration cut due to the State's miscalculation and underestimation of the number of students in statewide. A total of \$9 million due to their miscalculation. This money will have to come from this year's budget and will again come out of the fund balance account. The Superintendent stated this requirement by the State for these funds, without any notification and due to their error, is unconscionable. The Superintendent works very closely with the State and there has been no mention of the miscalculation. The School District has contracts and expenses to pay, and to require these funds at such a late date in the year will cause the School District to be in worse shape than it already is. Everything regarding budget cuts must be looked at again. A furlough is needed.

Staff gave their presentation going through every school level, starting with elementary schools, then middle and high schools, giving a historical background on what has occurred in the last three years regarding all of their budget cuts. The presentations for each level can be found on the eAgenda April 29 2010 Retreat.

The Board requested the guidelines that schools are using to make their budget cuts. The Board again expressed their frustration with the budget process and did not feel that they had any input. Staff assured the Board that they do listen and have implemented their recommendations, such as the models that are being used at the schools to help with the budget cuts: apportionment and doubling. If a school has been using another model successfully it will be allowed to continue.

The Chair was very concerned regarding any reduction of security staff at schools. There must be a safe environment for students to learn.

Board Members are concerned regarding any reduction of Guidance Counselors and the ratio between guidance and students. It was brought out that the Guidance Counselor is not the only person a student may consult. Many go to a teacher they have a good relationship with. Students are getting their questions answered.

Board Members do not want any cuts coming from the schools and are looking at everything to find more dollars. It was requested that the total school cuts be determined and is that amount somewhere else. Board Members will have details from every school regarding their individual cuts after May 7th. Board Members would like to know what each school has in regards to their special programs. This would be very helpful and will be provided by staff. Staff is also requested to supply cuts at the school regarding clerical and non-instructional staff.

Magnet programs were discussed. This year innovative programs were started. If funding is decreased for Magnet programs, the Board suggested that new innovative programs be looked at to see if they should be delayed at this time. Board Members would also like to know what each school has in regards to innovative programs.

The Class Size Amendment will be on the ballot in November. Voters will determine whether Class Size will be school by school, which is presently being done, or class-by-class. Regardless of what the voters may decide, the State has mandated class by class by

October 2010 rather than in the second semester 2011. This is another part of the budget that has to be looked at and will cost the School District \$54 million rather than the \$28 million if class by class is started in January 2011. This requirement will force the School District to hire hundreds of teachers for class by class, even though the vote may decide that this does not have to be done.

The School District has to juggle two deadlines: the budget for next year and money that is needed for class by class. The Superintendent has to have a balanced budget by July.

**Budget Savings Recommendations:**

Staff went through the list item by item. The following are discussions on several items. The complete list can be found on the eAgenda for this meeting. As the Board went through the list, many items were already being pursued or would have to be negotiated because they were to do with employee contracts.

Number 2. Appeal to the Federal Government for additional Stimulus funds. The Board is concerned about when the stimulus funding ends next year and the “funding cliff” happens. The Federal Government does not seem to be aware or concerned that is going to happen. The Federal Government consultant for Broward County Schools is requested to draft a letter for the Superintendent and Chair regarding this concern.

Number 4: Cancel leases and put employees in schools that are under-enrolled. The cost to retrofit schools is greater than the leases the District has, so this is not a cost savings idea. The community fears that some schools may be closed due to under enrollment. The School Board Vice Chair pointed out that the CCC report clearly states that schools cannot be closed due to under-enrollment.

Number 8. Close another Area Office. A study will be conducted for feasibility for 2011-2012

Number 14. Convert empty classrooms to day care centers for teachers’ children and charge an appropriate fee. There is a cost to convert classrooms to meet program and code requirement standards and there are liability issues.

Number 18. Discontinue printing payroll stubs. Beginning July 1, employees will have the option of eliminating receipt of their payroll stubs.

Number 24. Increase Class size. Board Member requested the summary of the Class Size Amendment. Attorneys are looking at the penalty for not meeting class by class by October. There is a divided opinion on the penalty because it is not in the amendment. The State Legislators created the penalty.

Number 29. Prepare a cost analysis for BECON operations. Board Member requested staff to give the Board information regarding the programs that will bring in dollars to enable BECON to be cost neutral.

Due to the late hour, the Chair requested that this discussion continue at the May 5<sup>th</sup> workshop at the KCW Administration Building.

The materials for this presentation can be found on the eAgenda April 29, 2010 retreat.

JFN:jd