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**School Board Workshop
May 12, 2010**

Staffing Structure & Program Realignment Update

At the workshop on March 9, 2010, staff came before the School Board regarding the methods for providing specials, (art, music & PE) given the impact of continued revenue loss totaling \$136 million dollars over the past three years.

Five models were presented for consideration: apportionment, imbedded, doubling, consultancy, or a combination of these models. The Board reached consensus in support of apportionment and doubling. A commitment was made to maintain at least .50 of a certified guidance counselor and to not eliminate school programs.

Staff discussed the budget reduction guidelines that all schools used.

-The state law requires the School District to provide the State with a balanced budget. First Public Hearing will be held July 29, 2010, the second Public Hearing will be held September 16, 2010.

-Staffing pattern must adhere to the requirements set forth in the collective bargaining agreement.

-At the elementary level all reduction options must be exhausted prior to the reduction of electives/specials.

-Schools must work toward class size requirements by October 25, 2010.

Staff then went through the school-by-school budget results, which included a year-to-year comparison from 2009-2010 to 2010-2011.

The Board Members wanted to ensure that all decisions made at the schools included input from SAC teams and the community. All Principals were asked and they stated input was received. If Board Members find out otherwise, they are asked to please let the area office know so they can follow up on that information.

Going through the data from each elementary school it became apparent that some schools were able to keep everything where others were not. Some schools have less enrollment or have funding needs and had to cut specials in order to keep the core classes. This would be a school's decision with community input. Staff stated the cuts are as well rounded as possible being under the current budget restraints, due to the State's underfunding. Given these restricted resources, schools did the best they could do. This data memorializes what every school had and what was cut so in the future, when funds become available, what was lost can be put back. Staff is requested to meet with the Board Members who have questions about the data to discuss this information in more detail.

Board Member would like to know how many of the teachers shown in this data were retired or transferred. Those teachers who were removed from the school go into a surplus pool and are looked at by seniority, as it states in the teachers' contract. The Board asked about swapping one teacher for another to get the original teacher back in the

school. Staff stated that they would do what could be done, but the seniority process does take priority.

Board Members had a concern regarding all of the media specialists that were let go. Staff explained that several schools wanted to reduce the impact to art and music. The media center is an open access area, so teachers can bring their students to media center there at designated times. This was one of the schools' difficult decisions that had to be made.

The data showed that there are school equity issues regarding large and small, east and west, schools. Large schools have everything and small schools have fewer resources. The small schools, which gave up special programs, will integrate art or music into their curriculum. This information should be communicated to the public. There should be a question and answer section on the Broward Schools website to explain what is happening in our schools and what schools are doing to preserve as much of the specials that can be done with the limited budget that they have. The Board Members understand that funds are FTE generated and it is our responsibility to explain that to the public.

Many schools have preferences as to what is being offered. Schools made their decisions with community input. It could be that a teacher left a program and then students were not interested and the program stopped. Perhaps there is no marching band; the reason could be that there was no interest. It may be a magnet school and other electives are offered. Staff is requested to add to the chart, so the public can see, why a school has certain classes, for example, they are a magnet program. Staff is requested to identify a magnet school with an asterisk so the public can see there are other programs that are being offered other than art, music, or PE.

Staff is requested to show on the data chart programs that schools never had for one reason or another. The data shows what programs the school does not have but it is important information to note that they never had that program.

Another concern brought up was graduates from the ROTC program. Typically, they graduate early in the year and may enlist in a military service. Board Member wanted to make sure that they or a family member would have the opportunity to walk across the stage to receive their diploma during the graduation ceremony. Staff stated that they or a family member could do that.

Guidance Counselors was another concern regarding the ratio of students to counselors. Staff is requested to get the Board that information. It was pointed out that there are outside agencies, which are providing this support. Board Member asked about the Bridge grant and would like staff to provide that information.

All of the cuts that have been made last year and this year are very painful for all of the Board Members. It is the will of the Board to return all programs to full operation when funding is available. The School District is alive, but not well, and is doing the best that can be done to provide a good education. Even though the State has so severely cut funding, this School District will continue to rise to the occasion.

Meeting Class Size Class by Class

The School Board Chair wanted to have a discussion with the Board regarding the State's revised requirement of meeting Class Size class by class by October 2010. It is the Chair's understanding the School District has met the requirements each year although; there have

been times the School District was not in compliance because of Charter Schools. This year, Charter Schools are exempt from the State's requirement of meeting class by class. The State does not require them to be at the same rigor as we are. The State has never funded class size fully since year 2000, although the amendment states that local dollars shall not be used and complete funding will come from the State. The State is requiring School Districts to meet class by class by October, even though this will be voted on in November. The question is why should the School District struggle with this deadline before the voters have voted? Staff is requested to get the pros and cons of meeting class by class. There is an approximate \$88 million that would be saved by not implementing. School Board Members need to look at this realistically and to find out what the penalty is. The Chair suggested it would be wise to investigate and find out the facts.

The accountability language from the Conforming Bill for class by class, which determines the penalty is, in the Superintendent's words, radical and difficult to understand, which makes it very difficult to project the number of students that would exceed the class size cap. There is a Conference Legislative Committee, which determined the consequences for not meeting class by class. The penalty is not in the original Class Size Amendment document. It was also stated that the School Districts that did have to pay the penalty, the funding would go to the Schools that did meet class by class.

Since schedules will not be finalized until July, staff does not have the data to determine how many students are out of compliance. Using historical data, staff put a formula together and then took the numbers from the conforming bill to get the penalty dollar amount.

Many School Districts are considering not conforming to this bill, due to the high costs, which many do not have. Board Members would like to know which School Districts would not be able to meet this and if anyone is suing the State regarding this. Board Members are very displeased that Charter Schools do not have to comply with the class-by-class ruling. Board Members stated that the State can not expect the School District to continue to fund Charter schools since they cut the FTE dollars received from Charter schools from 500 students to 250. With the existing revenue cuts, School Districts cannot continue to provide those services.

A survey was done on the big seven School Districts. Some School Districts are doing some very radical things to meet class by class. One school district is paying for one certified teacher and bringing in one other at \$26,000 and using the co-teaching model. Some others, teachers are coming from the surplus pool buying two teachers for the price of one and some are bringing in certified employees from the central office and putting them in a classroom.

Some Board Members would like to file a law suit, some just want to wait and take their chances and let the voters decide, and some hope that Governor Crist will not sign the bill. Board Members requested that a letter be sent to the Governor requesting that he veto the bill. The Board tabled this discussion until more information is available.

UPDATE: A letter was sent to the Governor, signed by the Chair and Superintendent, requesting that he would veto the Conforming Bill.

Budget Balancing Chart

The Superintendent brought back the chart from the previous workshop showing funding to balance the budget. There was more discussion regarding the .25 millage majority vote, which would bring the District \$33 million. The Board has been put into a corner on this. If they do not pass this they will lose \$33 million from the State's budget.

Board Members did reach a consensus regarding the removal of the gym membership, over the counter benefit, life insurance and open access, which would save the School District additional dollars over what is already saved from the health plan. The Board agreed to drop these options for one year. They do not want to see more jobs lost and if this can save jobs then it should be done.

Furloughs were again discussed, which would bring in \$31.7 million to the School District. The teachers must be involved in this, without them there would only be \$9 million saved. Board Members requested that this be communicated to the public that the teachers' support for a five-day furlough is desperately needed. Without their help there will be further reductions in the workforce. The School Board Members would like to know how Miami Dade did their furlough last year. Did they get the unions approval?

Using all of the previously discussed budget balancing items would take the District over the top of what is needed. If the .25 millage is passed by a majority vote and if there is a five-day furlough, including teachers then there would be money to put back in schools and bring back teachers.

Materials for this presentation can be found on the eAgenda May12, 2010 workshop.

JFN:jd