

Outline-Feb 5 Town Hall Meeting

Goal: Balance Budget and Create Salary/Benefit Dollars for Staff

Program Reduction (Instructional Support)

Plan to reorganize the foundational instructional support system utilizing fewer personnel

Move to Instructional Coaching Model-systematic approach to upgrade professional practice

Focus on building teacher capacity and eliminate pull-out model on intervention

Adopt a continuous improvement framework in which data-based problem solving and decision making are adopted across all levels

Implement the 8 Best Practices of Effective Literacy Programs

Building-wide Intervention and Enrichment Process

Provide support to principals to build schedules for 2015-2016

Reprioritize use of Federal Funds for supplemental instructional support

Support only best practices for supporting struggling students

Partner with community on Literacy-Campaign for Grade Level Reading-United Way

Positions reduced at all levels (District-High School-Middle School -Elementary)

Will make best effort to utilize current staffing process with resignations/retirements (attrition) to retain personnel

Administrative/Clerical Reorganization

Review all resignations/retirements for possible elimination-realignment of duties

Early Retirement (Negotiations)*

Propose cost neutral plan--Eliminate need for General Fund transfers

Health Insurance (Negotiations)*

Reviewing the district and employee contributions and will find a solution at the negotiations table.

*These are subject to negotiations and I am concerned and understand the negative impact of dealing with **early retirement** and **health insurance**. Much will need to transpire as negotiations gets underway. The plan is to as always negotiate in good faith and come up with solutions that are workable for both sides. How can we best provide the benefits with expected revenue? If you have any ideas please talking with your bargaining group.

Reorganize Support Services

No outsourcing-reorganization plan has been submitted

Reduce Additional Pay and Temporary Teaching

Scheduling/Calendar Options and use of Early Release

Develop more professional learning and collaboration time into the Teacher Calendar

ADP Benchmarking

Benchmarking could result in some Business services outsourced

Start Date of Assessment: 2-3-15-3 weeks to complete-results Mid-March

Extracurricular Programming-10 % overall spending reduction

All Extracurricular Programs under review-plan in progress

Out of State Travel Freeze-All Funds—all personnel including Board of Education

Redirect Grant funds and eliminate expenditure from General Fund

5% Discretionary Accounts Reduction

Other Miscellaneous Program Reductions

FTE reductions as available through retirements/resignations

Various Board of Education Reductions

Warehouse/Purchasing efficiencies (National Cooperative Purchasing)

Reorganization of District Cell phone program

Paperless Initiative-Print Management

Opt Out-Administration to recommend the Board consider Resolution

Maximize Dual Enrollment Opportunities

*****Consideration and Review for 2016-2017**

Standardized Schedules for HS/MS

Middle School Extra-Curricular Activities

Study--Four Day School Week

Digital Curriculum Resources