

FISCAL AND PROGRAM SUSTAINABILITY PLAN
2011-12

Amount Needed for Sustainability for 12/13: \$1,175,193.00 Amount needed in 11/12 due to Trigger \$ 83,000.00 This figure is based on the \$13 per ADA trigger + the SB 81 increase to the deficit vs. loss of transportation revenue

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RECOMMENDATIONS NOT COMPLETED FOR 2011-12		COST SAVINGS TO GENERAL BUDGET	COST SAVINGS TO CATEGORICALS	Total Savings Unrestricted & Restricted	CUMULATIVE SAVINGS	Board Status	IMPACT ON DISTRICT PROGRAMMATIC	OTHER:
1	Reduce extra pay for additional assignments: instructional to .00055 vs. .00062; semi-instructional to .00046 vs. .00055; supervisory to .00039 vs. .00046 of the salary schedule. (negotiable)	\$8,400			\$0	Established VIA CBA		
2	Reduction to school calendar (three days) - All units = \$45,142 per day; Trigger has been pulled. (had been negotiated)	\$135,426		\$135,426	\$135,426	Established VIA CBA		
3	Don't fill Full Time Custodian (currently vacated). Back fill with substitutes	\$13,426		\$13,426	\$148,852			
4	Custodian: 45 day notice 2/12; 62 days saved, 3.9 hrs. per day	\$4,833		\$4,833	\$153,685	2/13/12 Board Approved Cut		
5	Nurses Aide: 45 day notice 2/12; 50 days saved, from 7 hrs. to 3.9 hrs. + benefit package	\$6,409		\$6,409	\$160,094	2/13/12 Board Approved Cut		
6	Instructional Aide II - reduce 5 school days for the current year (last week of school).		\$2,458	\$2,458	\$162,552	2/13/12 Board Approved Cut		
7	Eliminate bus driver: 45 day notice, 4 hrs. per day; Modify Director of Transportation/Facilities/Operations to Bus Driver Lead with responsibility adjustment OR reduce 4 hr. to 2 hr. shift: savings = \$7,027 vs. \$9,585.	\$9,585		\$9,585	\$172,137			Bus Driver position - continues to do activity trips if down from 4 hrs. to 2 hrs.
8	Attendance/Account Clerk: 45 day notice: 62 days saved/1.5 hrs. per day	\$2,521		\$2,521	\$174,658			
9	Account Clerk: 45 day notice 2/12; 50 days saved, 3.9 hrs. per day + benefit package	\$7,204		\$7,204	\$181,862		Remaining 3.9 position would be required to perform all ASB services for MES, WIS and WHS along with establish Fund 95 and run accounting through district office.	
RECOMMENDATIONS FOR 2012-13 <u>Items 1-9 negotiable</u>		COST SAVINGS TO GENERAL BUDGET	COST SAVINGS TO CATEGORICALS	Total Savings Unrestricted & Restricted	CUMULATIVE SAVINGS	Board Status	IMPACT ON DISTRICT PROGRAMMATIC	OTHER:
1	Reduction to school calendar (five days) - All units = \$45,151 reduction (negotiable)	\$225,705		\$225,705		Already Established VIA CBA		
2	Reduction to one day Staff Development - August 2012 - (negotiable)	\$33,385		\$33,385		Already Established VIA CBA		
3	MAA - WUTA (2010/11 time studies) (must be negotiated)	\$63,000		\$63,000		Already Established VIA CBA		Amt contingent upon participation and continued federal support (can't claim)
4	Reduce extra pay for additional assignments: instructional to .00055 vs. .00062; semi-instructional to .00046 vs. .00055; supervisory to .00039 vs. .00046 of the salary schedule. (negotiable)	\$8,400		\$8,400		Established VIA CBA		
5	Reduction to school calendar - All units = \$45,142 per day; if tax initiative not passed and trigger should be pulled. (negotiable)	\$0		\$0	\$0			
6	Reduce former employee's (retiree) health benefit cap for those that are 65 and over from \$11,611 to \$6,315 due to other sources such as Medicare. (negotiable)	\$46,068			\$0		Would allow a sharing by all employees, active and former to reduce expenditures. 10 years would save approximately \$400,000 in past retirement commitments.	Opportunity for retirees to evaluate their coverage to meet their needs, possibility spouse covered by our program, or their employer or level of coverage adequate for their needs
7	Suspend A.8.7 - HS Counselor reduce work calendar by 9 additional days (18 additional & in addition to the furloughs) and suspend the 3% responsibility factor. (Negotiable)	\$8,393			\$0			
8	Suspend A.8.8 - District Nurse 3% responsibility factor. (Negotiable)	\$2,809			\$0			
9	Eliminate/Suspend Music at Murdock (must be negotiated)	\$85,000			\$0			

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10	Eliminate Certificated Staffing due to - declining enrollment - approximately \$85,000 with statutory per FTE (for MES less loss of CSR funding @ \$15,000 per class). Additional Information: two certificated FTE paid via one time Federal Jobs Funding ends 2011-12 - \$170,000.	\$425,000		\$425,000	\$425,000	2/13/12 Board Approved Cut	
11	Eliminate Full time Custodian, however if we are successful in the implementation of the Head Start program, restore to a 3.9 hr. position based on increased rental income from GCOE-Head Start Program. (If bring back 3.9 save \$44,208 assuming 3.9 at an entry level step)	\$58,909		\$58,909	\$483,909		
12	Reduce Nurse's Aide position (3.9 hrs. 193 days)	\$27,973		\$27,973	\$511,882	2/13/12 Board Approved Cut	
13	Reduce Instructional Aide II positions by five school days	\$0	\$2,458	\$2,458	\$514,340	2/13/12 Board Approved Cut	
14	Eliminate 3.9 hour Custodian	\$20,884		\$20,884	\$535,224	2/13/12 Board Approved Cut	
15	Eliminate bus driver: 4 hrs. per day; Modify Director of Transportation/Facilities/Operations to Bus Driver Lead with responsibility adjustment. (If change to 2hr vs. 4hr - save \$25,619)	\$35,288		\$35,288	\$570,512		Bus Driver position - continues to do activity trips if down from 4 hrs. to 2 hrs.
16	Eliminate Instructional Aide I positions. Restored when ARRA/Jobs Funding was awarded. ARRA/Jobs Funding fully expended by 6/30/12.	\$0	\$59,619	\$59,619	\$630,131	2/13/12 Board Approved Cut	
17	Reduce 1 full time counselor at WHS/WCHS from full time to 4 periods	\$0	\$29,387	\$29,387	\$659,518	2/13/12 Board Approved Cut	
18	Reduce Categorically funded Counselors (MES and WIS) from 4 days to 3 days per week	\$0	\$35,428	\$35,428	\$694,946	2/13/12 Board Approved Cut	
19	Eliminate MES Library Media Specialist - note: for 2011-12 \$17,690 (partially funded via Federal Jobs Funding, balance by Title I);	\$9,388	\$8,302	\$17,690	\$712,636		
20	Eliminate WIS Library Media Specialist	\$6,845	\$6,051	\$12,896	\$725,532		
21	Eliminate WHS Library Media Specialist	\$6,516	\$5,761	\$12,277	\$737,809		
22	Attendance/ Account Clerk: 1.5 hrs. per day.	\$10,952		\$10,952	\$748,761		
23	Account Clerk: 3.9 hrs. per day + benefit package	\$31,315		\$31,315	\$780,076		Remaining 3.9 position would be required to perform all ASB services for MES, WIS and WHS along with establish Fund 95 and run accounting through district office.
TOTAL SAVINGS BEFORE NEGOTIATIONS 2012-13					\$780,076		
TOTAL SAVINGS WITHOUT NEGOTIATIONS 2012-13					\$780,076		
GENERAL FUND SAVINGS (WITHOUT CATEGORICAL & WITHOUT NEGOTIATED ITEMS)					\$65,016		
RECOMMENDATIONS FOR 2013-14						Amount approved thus far to be included in 2nd Interim- Unrestricted & Restricted: \$600,749	
		COST SAVINGS TO GENERAL BUDGET	COST SAVINGS TO CATEGORICALS	Total Savings Unrestricted & Restricted	CUMULATIVE SAVINGS	IMPACT ON DISTRICT PROGRAMMATIC	OTHER:
1	Reduction to school calendar (five days) - All units = \$45,566 per day reduction (negotiable)	\$227,830		\$227,830	\$227,830		
2	Reduction to one day Staff Development - August 2013 - (negotiable)	\$33,682		\$33,682	\$261,512		
3	MAA - WUTA (2011/12 time studies) (must be negotiated)	\$50,000		\$50,000	\$311,512		Amt contingent upon participation and continued federal support (can't claim)
4	Salary Roll back 5% (All units) 1% = \$84,604 approximately (negotiable)	\$423,020		\$423,020	\$734,532		
5	Reduce extra pay for additional assignments: instructional to .00055 vs. .00062; semi-instructional to .00046 vs. .00055; supervisory to .00039 vs. .00046 of the salary schedule. (negotiable)	\$8,400		\$8,400	\$742,932		
TOTAL SAVINGS BEFORE NEGOTIATIONS 2013-14					\$742,932		

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		\$1,175,193.00	83,000.00	2/28/2012 7:59			
TOTAL SAVINGS WITHOUT NEGOTIATIONS 2013-14				\$742,932			
TOTAL SAVINGS BEFORE NEGOTIATIONS 2012-13 & 2013-14				\$1,523,008			
TOTAL SAVINGS WITHOUT NEGOTIATIONS 2012-13 & 2013-14				\$1,523,008			
RECOMMENDATIONS FOR 2014-15		COST SAVINGS TO GENERAL BUDGET	COST SAVINGS TO CATEGORICALS	Total Savings Unrestricted & Restricted	CUMULATIVE SAVINGS	IMPACT ON DISTRICT PROGRAMMATIC	OTHER:
1	Reduction to school calendar (five days) - All units = \$45,943 reduction (negotiable)	\$229,715		\$229,715	\$229,715		
2	Reduction to one day Staff Development - August 2014 - (negotiable)	\$33,984		\$33,984	\$263,699		
3	Salary Roll back 5% (All units) 1% = \$85,301 approximately (negotiable)	\$426,505		\$426,505	\$690,204		
4	MAA - WUTA (2012/13 time studies) (must be negotiated)	\$50,000		\$50,000	\$740,204		Amt contingent upon participation and continued federal support (can't claim)
5	Close a School	\$300,000		\$300,000	\$1,040,204		Which School and where do they attend?
TOTAL SAVINGS BEFORE NEGOTIATIONS 2014-15				\$1,040,204			
TOTAL SAVINGS WITHOUT NEGOTIATIONS 2014-15				\$300,000			
TOTAL SAVINGS BEFORE NEGOTIATIONS 2012-13 & 2013-14 & 2014-15				\$2,563,212			
TOTAL SAVINGS WITHOUT NEGOTIATIONS 2012-13 & 2013-14 & 2014-15				\$1,823,008			

2011-12 Proposed Amount Needed To Be Cut for 2012-13

1	First interim multi year report recommendation (anticipated deficit)	\$555,290.00
2	\$370 per ADA 12-13 if Tax Fails & revision to RL for 2nd interim	\$576,993.00
3	12-13 transportation revenue loss	\$122,407.00
4	Other 12-13 revisions to revenue and expenditures	(\$79,497.00)
	GRAND TOTAL CUT FOR 2012-13	\$1,175,193.00

CONSOLIDATED FISCAL RECOVERY LIST
AS OF 2008-09 THROUGH 2011-12

	Item Total	Annual Total	Accumulative Total
2008-09 YEAR CUTS WERE MADE			
1 Cancel SARB contract	\$ 10,000.00		
2 Revise walk-on coaching stipends	\$ 15,000.00		
3 Eliminate Bay Alarm Services	\$ 8,700.00		
4 Renegotiate copier leases	\$ 5,000.00		
5 Reduce unrestricted site budgets by 15%	\$ 20,000.00		
6 Increase fees for driver training	\$ 12,000.00		
7 Eliminate ACSA dues for administrators	\$ 15,000.00		
8 Eliminate all excess appliances	\$ 5,000.00		
9 Reduce 1 administrative position	\$ 122,000.00		
10 Charge athletic transportation fees	\$ 12,000.00		
11 Charge HS lab fees	\$ 8,700.00		
12 Eliminate golf program	\$ 8,000.00		
13 Reduce maintenance position	\$ 51,000.00		
14 Reassign sub calling duties	\$ 16,000.00		
15 Reduce 1 teaching position at WHS	\$ 65,000.00		
16 Eliminate 1 cafeteria position	\$ 42,000.00		
17 Reduce second cafeteria position	\$ 28,000.00		
18 Eliminate 1 section of English 9	\$ 5,000.00		
19 Reduce second section of English 9	\$ 5,000.00		
20 Reduce 1 teaching position at MES	\$ 65,000.00		
21 Charge transportation fees (not done but route savings)	\$ 5,000.00		
22 Eliminate 1 section of Algebra 1	\$ 6,000.00		
23 Eliminate second section of Algebra 1	\$ 6,000.00		
24 Charge restricted programs retiree benefit costs	\$ 50,000.00		
Total Implemented for 2008-09		\$ 585,400.00	
Grand Total 2008-09			\$ 585,400.00
2009-10 YEAR CUTS WERE MADE			
1 Eliminate warehouse/utility position	\$ 67,613.00		
2 PARS (Includes 6 teachers K-3 CSR)	\$ 195,557.00		
3 Eliminate K-3 CSR	\$ 369,964.00		
4 Eliminate 2 FTE at WHS	\$ 130,000.00		
5 Eliminate 9th grade CSR	\$ 22,000.00		
6 Combine Duties of District Supt and WCHS Admin	\$ 26,000.00		
7 Reduce additional summer custodial	\$ 25,000.00		
8 Eliminate In-Town Pick-Ups/bus routes	\$ 32,000.00		
9 Reduce/Reorganize Summer School Program	\$ 15,000.00		
10 Reduce/Reorganize intervention at MES/WIS/WHS	\$ 20,000.00		
11 Eliminate/Reduce/Reorganize Athletics at WIS	\$ 30,000.00		
12 Eliminate Athletic Director at WIS	\$ 5,000.00		
13 Eliminate heating and cooling of WHS & WIS hallways	\$ 1,000.00		
14 Charge ASB vending machines	\$ 600.00		
15 Eliminate Part-Time counseling position at WHS	\$ 72,625.00		
16 Reduce 1 Counseling position at MES	\$ 40,011.00		
17 Reduce contract services	\$ 89,550.00		
18 2008-09 MAA receipts WUTA (received)	\$ 108,436.00		

CONSOLIDATED FISCAL RECOVERY LIST
AS OF 2008-09 THROUGH 2011-12

	Item Total		Annual Total	Accumulative Total
19	Reduction to School Calendar WUTA/ ADM/Confidential (4 days/5 days)	\$ 209,690.00		
	Total Implemented for 2009-10		\$ 1,460,046.00	
	Grand Total 2008-09 through 2009-10			\$ 2,045,446.00
2010-11 YEAR CUTS WERE MADE				
1	Close down pool	\$ 25,200.00		
2	Eliminate Clerical Aide II position	\$ 7,347.00		
3	Eliminate Additional Summer office Help	\$ 2,812.00		
4	Eliminate Instructional Aide I positions	\$ 208,951.00		
5	Eliminate 1 MES teacher (CDS)	\$ -	Teacher reinstated/program gone	
6	Community Day School Eliminate	\$ -	Teachers reinstated/program gone	
7	Eliminate misc. stipends	\$ 18,415.00		
8	Eliminate additional Summer Mt help	\$ 7,160.00		
9	Reduce 1 crossing guard and pay minimum wage	\$ 12,000.00		
10	Reduce pay of Yard Duty and pay minimum wage	\$ 5,000.00		
11	Eliminate District Computer Tech Position	\$ 54,014.00		
12	Reduce Media Specialist at WHS; Eliminate MES, Maintain WIS	\$ 86,027.00		
13	District office staff reduction - acct clerk to P/T	\$ 33,865.00		
14	Reduce one cafeteria helper 1 at MES	\$ 28,715.00		
15	Reduce WCHS secretary to 3.9	\$ 36,936.00		
16	Eliminate 1 Assistant Principal position/replace with lead	\$ 50,011.00		
17	2009-10 MAA receipts WUTA (not received or billed as of 2009-10)	\$ 108,436.00		
			*estimated and substitute costs not taken into account	
18	Reduction to School Calendar all groups (5 days)*	\$ 242,105.00		
	Total Implemented for 2010-11		\$ 926,994.00	
	Grand Total 2008-09 through 2010-11			\$ 2,972,440.00
2011-12 YEAR CUTS WERE MADE				
1	Reduction to School Calendar all groups - 5 days *	\$ 242,000.00	*estimated	
2	Reduction one day in service	\$ 35,000.00		
3	Site Secretary I - 3 reduced to 3.9 hours	\$ 38,136.00	Added two 3.9 Account Clerks (represents net amount)	
4	MAA - WUTA Share transfer to district budget	\$ 94,000.00		
5	Certificated staff reduction 9 FTE	\$ 195,000.00		
6	New Employees pay for their own fingerprinting	\$ 400.00		
7	Water Coolers eliminated	\$ 744.00		
8	Reduce WHS Library Media Specialist	\$ 23,805.00		
9	Eliminate Director of Technology	\$ 54,056.00		
10	SRO Officer contract with City of Willows eliminated	\$ 25,000.00		
11	Cafeteria Cook reduced to 3.9	\$ 29,765.00		
	Total Implemented for 2010-11		\$ 737,906.00	
	Grand Total 2008-09 through 2011-12			\$ 3,710,346.00

RESTORATION LIST

	Approved Restoration Date	Item Total	
YEAR RESTORATIONS APPLY: 2011-12			
Six Certificated Teachers	June/August/Sept 2011	\$ 510,000.00	Retirees, net reduction 3 FTE
3.9 Hour Technology Assistant Position	6/23/2011	\$ 28,931.00	Due to agreement with GCOE
MES Library Media Specialist	3/3/2011	\$ 23,430.00	Categorically funded & Fed Jobs \$
Instructional Aide I positions	3/3/2011	\$ 56,663.00	Categorically funded
Restore groundskeeper to full time	6/23/2011	\$ 12,859.00	Due to agreement with GCOE
Restored all counselors	3/10/2011	\$ 230,545.00	Categorically funded
Nurse's Aide from part time to original	7/28/2011	\$ 27,973.00	
Instructional Aide II positions	3/3/2011	\$ 182,830.00	Categorically funded
WCHS restored but to a modified one class & support	6/23/2011	\$ 79,533.00	Funding will support
Accounts Clerk DO increase 1.5 hrs (net MAA time card)	10/1/2011	\$ 9,555.00	
3.9 year round custodian	10/1/2011	\$ 19,900.00	
Total Restored for 2011-12 Fiscal Year		\$ 1,182,219.00	
ELIMINATED FROM LIST AS OF 2/13/12			
Eliminate Assistant Principal position		\$ 119,985.00	
Eliminate Music Programs WIS - less .67 FTE		\$ 43,714.00	
Eliminate Music Programs WHS - less .33 FTE		\$ 21,532.00	
Reduce/Eliminate Agriculture programs (including any ROP classes that result in G/F encroachment)		\$ 127,863.00	
Eliminate WHS Sports (by sport: (stipends only) : football \$15,066; volleyball \$5,338; tennis \$5,933; basketball \$11,366; wrestling \$3,017; soccer \$5,933; softball \$6,718; baseball \$5,338; track \$5,933: (difference equals other misc. operational costs.)		\$ 85,458.00	