

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

6/13/2012 17:09

	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 + benefit package	\$6,409		\$6,409	\$160,094	Rescinded 3/19/12		
6	Instructional Aide II - reduce 5 school days for the current year (last week of school).		\$2,458	\$2,458	\$162,552	Rescinded 3/19/12		
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 99 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 post retirement commitments.	Opportunity for retirees to evaluate their coverage to meet their needs, possibly 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: 15 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	Amount approved thus far to be included in 2nd Interim- Unrestricted & Restricted: \$600,749		
RECOMMENDATIONS FOR 2013-14		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			Am't 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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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			