

School District of South Milwaukee

Budget Impact Statements

March 23, 2016

The School District of South Milwaukee has been in the unfortunate situation of having to reduce positions, programs and budgets by over \$10 million over the last 14 years. These reductions have been necessary as a direct result of limited revenue cap increases. This year, the District is continuing to struggle with a flat to decreasing revenue limit. Over the last five years, the District has dealt with extremely challenging budget constraints. In 2011-12 the District lost nearly 2 million dollars in revenue. The following three years brought revenue limit adjustments of 0.5%, 0.9% and zero. Meanwhile, the cost of operations outpaced the low to nonexistent revenue increases. For 2016-17 the District is set to receive an increase in the unequalized per pupil categorical aid, however the increase will be close to 9/10ths of a percent. It is time for sustainable, predictable and equitable funding for our Public Schools. We encourage members of our South Milwaukee community to let the state decision-makers know of your support of public education and the need for proper funding.

REVENUE

Special Education Categorical Aids:

+\$25,000

Beginning in 2015-16 the District established an OPEB trust to help fund the benefits promised to our retired employees. The accounting for the trust requires that the benefit expenses be distributed to all funds in our chart of accounts. This accounting change conservatively produced \$100,000 in categorically aidable special education expenses. The aid on those expenses will arrive the year after they have been expended which will be in 2016-17.

Revenue Cap Adjustment

\$0

The proposed State Budget includes \$0 in the per pupil adjustment amount. A \$0 per pupil change is a continuation of poor legislative prioritization in Madison.

Per Pupil Categorical Aid

+\$306,000

The state budget allows for a \$100 increase to the unequalized per pupil categorical aid. This unequalized aid will grow from \$150 per student to \$250 per student. This increase is desperately needed.

Transfer of Service Adjustments

+\$128,000

The revenue limit is projected to be adjusted based on services that the District will provide to students that are new residents of South Milwaukee. These positions include a special education teacher at EW Luther, aide time at EW Luther, aide time at Blakewood, and aide time at the High School.

Voucher (Private School) Exemption

+21,000

Please see below as this is associated with the Voucher (Private School) Expense.

EXPENDITURES INCREASES

Staff Salary & Benefits

+\$285,900

The amount above is being set aside to invest in our ability to attract and retain our staff.

4k Staffing: Reduce 1.0 FTE Teacher Position and Increase 3.5 FTE Paraprofessional Aides

+\$6,000

In 2016-17, the 4K program will be going through modifications, including a new curriculum, new instructional delivery format, and a new assessment framework. These changes are supported by research in best practice design for early childhood programming. We are highlighting three areas in our 4K redesign: high quality interactions between teachers and children, cohesive curricula aligned to early learning standards, and ideal adult to student ratio of 1:10. These findings have guided our program redesign resulting in staffing and budgetary implications.

Current class size numbers are averaging one teacher for 18 students per classroom (1:18). The proposal increases students in the classroom to 22, with an additional staff member (paraprofessional aide) resulting in a 2:22 ratio. Adding a paraprofessional to the classroom will support student learning for enhanced small group instruction. This increase in student class size reduces the classroom teacher need by 1.0 FTE (4.5 FTE to 3.5 FTE) but increases the paraprofessional need by 3.5 FTE (currently there are no paraprofessional aides supporting the regular education 4k program). These figures are based on predictions for similar student enrollment in 4K for the 2016-17 school year. If we have significant increased enrollment in 4k, we would anticipate increasing by .5 FTE teaching position and .5 FTE paraprofessional aide position. Please note that due to other openings throughout the district, there will not be any actual staff reductions with these recommendations.

Voucher (Private School) Expense

+\$21,000

At this point (4:54pm on February 18th) it appears as if the legislature will pass a piece of legislation that only allows for the exact amount of current vouchers to be levied in the revenue limit. This would have a net impact of \$0 if you don't consider the possible declining enrollment; which may or may not happen. Typically the students that receive vouchers are already students in the private schools thus not placing downward pressure on our enrollments, but rather placing pressure on the limited state funds for K-12 public education.

BUDGET REALLOCATIONS

Staff Turnover Savings

(\$50,000)

The District annually reviews staff turnover due to retirement and resignations and the impact on salary costs. Given what we know now and a conservative trend, it is anticipated that the District will realize savings of approximately \$50,000.

Pupil Services Medicaid Position to Human Resources Assistant

\$0

Currently there is a part-time Pupil Services Medicaid position that, upon a retirement, will be revised to a Human Resources Assistant position. The two duties of the Medicaid position will be transferred to the Accounting and Benefits Assistant and the Pupil Services Secretary. The new half-time Human Resources Assistant will assist the Superintendent's Secretary in providing support to the Director of Personnel, Administrative & Legal Services. There has been significant increases in the duties of the Superintendent's Secretary (year-round open enrollment, increased staffing reports due to the state, year-round student residency checks, etc.), while maintaining the main duties of working for the Superintendent and Director of Personnel, Administrative & Legal Services, at the same time as being one of the main receptionists in the district office. The job description of the new position is currently being created as we work to determine how to best separate the job duties of one position to 1.5 positions.

STAFFING INCREASE

Please note that most staffing increases found below were already approved by the Board during the 2015-16 school year. As all positions were added after the finalization of the budget, they are now listed here to include in the 2016-17 budget.

Increase of .10 FTE Gifted & Talented Coordinator

+\$7,600

As we evaluated the current Gifted and Talented Program and look toward the recommendation for services and offerings during the 2016-2017 school year, we anticipate a need to increase the current schedule from a .50 FTE to a .60 FTE. Currently, the GT Coordinator works two days one week and three days the following week. The increase of .10 FTE will increase the schedule to be a consistent 3 day/week schedule. This increase will allow the GT Coordinator consistent services two days a week in the classroom with follow up planning and program implementation on the third day with staff.

Employee Assistance Program

+\$5,000

In 2016-17 the District will begin providing access to an Employee Assistance Program (EAP). The EAP is intended to help employees deal with personal problems that might adversely impact their work, health and well-being. The EAP will include assessment and counseling services and will be available 24/7/365.

Increase of 1.0 FTE Special Education Teacher at E.W. Luther

+\$67,000

The Board approved the addition of a new 1.0 FTE Special Education Teacher in Fall 2015 due to student needs at EW Luther. It is anticipated that this staffing increase will be paid for by the transfer of service to the revenue limit and this position will be officially added to the budget for 2016-17.

Increase of 6.75 Hour Aide - MS

+\$30,000

The Board previously approved the increase of a 6.75 hour aide for the middle school science program due to enrollment sizes. This position will be officially added to the budget for 2016-17.

Increase of 5.5 Hour Aide - Lakeview

+\$17,000

The Board previously approved the increase of a 5.5 hour aide for Lakeview Elementary due to special education needs. This position will be officially added to the budget for 2016-17.

Increase of 4 Hour Aide - Blakewood

+\$12,500

The Board previously approved the increase of a 4 hour aide for Blakewood Elementary due to special education needs. This position will be officially added to the budget for 2016-17.

Increase of 5.5 Hour Aide - E.W. Luther

+\$30,000

The Board previously approved the increase of a 5.5 hour aide for E.W. Luther Elementary due to special education needs. It is anticipated that this staffing increase will be paid for by the transfer of service to the revenue limit and this position will be officially added to the budget for 2016-17

Increase of 5.5 Hour Aide - MS

+\$17,000

The Board previously approved the increase of a 5.5 hour aide for the Middle School due to special education needs. This position will be officially added to the budget for 2016-17.

Increase of 7 Hour Aide - Blakewood

+\$22,000

The Board previously approved the increase of a 7 hour aide for Blakewood Elementary due to special education needs. It is anticipated that this staffing increase will be paid for by the transfer of service to the revenue limit and this position will be officially added to the budget for 2016-17

Increase of 7 Hour Aide - High School

+\$22,000

The Board previously approved the increase of a 7 hour aide for the High School due to special education needs. It is anticipated that this staffing increase will be paid for by the transfer of service to the revenue limit and this position will be officially added to the budget for 2016-17