

Okaloosa County School District Proposed Operating Budgets

General Fund – District Departments & Selected Projects and Debt Service Funds

Fiscal Year 2004-2005

The Superintendent herewith respectfully submits proposed budgets for General Fund - District Departments and Selected Projects, as follows:

GENERAL FUND

- Comparison of Estimated Revenue
- Summary of Proposed Appropriations
- Detail Budgets for District Departments
- Detail Budgets for Projects Funded from General Fund Unrestricted Fund Sources, Fees, and Transfers from Capital Improvement Fund

DEBT SERVICE FUND

- Summary of Estimated Revenue and Proposed Appropriations
- Detail Estimated Revenue and Proposed Appropriations by Fund

Please note that this book does not include projects which are primarily at schools or projects which are currently funded through grants and other sources that are budgeted as received. Those projects will be included in the *Draft* School Performance Plans Book as well as a list of projects which will be budgeted as grants and/or funds are received. The *Draft* School Performance Budgets will be submitted to the School Board on July 8, 2004.

Revenue Assumptions

The major source of funding for the Okaloosa County School District is the Florida Education Finance Program (FEFP) and District School Taxes. The revenue to be provided to Okaloosa County through the State school funding program (FEFP) for FY 2004-2005 has not been finalized because the Legislature did not convene until after the District began the budget process. The budget process began in February 2004. The Legislature convened March 2, 2004, and the last day of the legislative session is scheduled to be April 30, 2004, although the Speaker indicated on April 23 that the Legislature may not adjourn as scheduled but may continue in session for several additional days.

The Governor's Proposed Budget for fiscal year 2004-2005 as of January 2004, is the basis for projected FEFP revenues. Other federal, state and local revenues are based on current

information regarding the fund source and historical revenue data. Estimated revenue for certain programs (Preschool, Florida First Start, Full Service Schools, Charter School – Capital Outlay, and fee related revenues) is not projected because the program is not currently funded, the estimated revenue projection is not currently available, or the grant will expire prior to June 30, 2004.

Budget Process

Budget packets were distributed to district departments in February 2004. Departments prepared proposed operating budgets, including staffing, based on services to be provided in FY 2004-2005 and submitted their proposed operating budget to the Budgeting Department for review. Budgeting met with each department and area superintendent to review their proposed operating budgets. During the review, adjustments (increases and decreases) were made to more accurately reflect department needs and the Board's priorities. The Superintendent also reviewed the proposed budgets and made additional changes in the proposed department operating budgets prior to finalization and submission to the School Board. Further changes in department operating budgets may be required prior to the final adoption of the FY 2004-2005 budget due to the following:

- A. Final adoption of the FY 2004-2005 appropriations by the State Legislature;
- B. Changes in statutory requirements; and
- C. Unanticipated changes in major costs for FY 2004-2005, such as termination benefits, property and casualty insurance premiums, workers' compensation, health, dental, life, and other insurance.

Summary of Estimated Revenue

Prior to most other districts doing so, in 2001-2002, the District implemented Equity in School-Level Funding, F.S. 1011.69. The intent of Equity in School-Level Funding is that the funds generated at a school go to the school. Until 2003, the statute required that beginning in 2003-2004, district school boards had to allocate at least 90% of the funds generated by that school based upon the Florida Education Finance Program and the Appropriations Act, including gross state and local funds, discretionary lottery funds, and funds from the school district's current operating discretionary millage levy.

In 2003, the Legislature modified the requirement as follows: "District school boards shall allocate to schools within the district an average of 90 percent of the funds generated by all schools and guarantee that each school receives at least 80 percent of the funds generated by that school based upon the Florida Education Finance Program..." The statute specifically excludes Supplementary Academic Instruction and Class Size Reduction funds from the calculation.

Although the statute reduced the requirement on an individual school basis, in 2004 – 2005 the District continues to allocate 91% of the funds generated at a school to the school.

Beginning with this administration's first budget in FY 2001, the Okaloosa School District made substantial reductions in district administrative overhead positions and shifted a substantially

greater share of available funds directly to schools. A four-year schedule of those reallocations from district overhead to school operations and classroom instruction is provided herein. Since 2001, the District has steadily decreased district overhead in real dollars and as a percentage of all costs in order to place a greater share of educational resources in schools and classrooms. The Okaloosa School District operates all district departments and overhead services on 9% of FEFP funding. Florida State University reports that the average district overhead load imposed on schools in other districts in our state is 18%.

Estimated New Revenue for FY 2004-2005 increased \$14.354 million, primarily due to the following:

	<u>\$ Increase (Decrease)</u>
PL- 81-874, Federal Impact Aid Current Operations	\$ 1,073,053
Class Size Reduction	5,488,332
Net Increase in FEFP and District School Taxes	2,065,943
Transfer From Capital Improvement Fund	6,700,000
Transportation - FEFP Revenue	338,186
Transportation - Student Activities	269,924
Net Increase in Other Revenues	96,630
Net Decrease in Revenues for Projects with Revenue Estimates Not Currently Available	<u>(1,677,939)</u>
Net Increase in Estimated Revenues for FY 2004-2005	<u><u>\$ 14,354,129</u></u>

The increase in the Transfer from Capital Improvement Fund is primarily due to the implementation of the Seat Management contract to lease instructional computers, laptops, and servers, including services, which directly relate to instruction of students.

To more accurately reflect actual cost of transportation operations and total estimated transportation revenue, the estimated revenue for Transportation – School Activities (fieldtrip and other transportation services) has been estimated at the current 2003-2004 revenue level. In prior years, Transportation – Student Activities revenue was budgeted when revenues were received rather than as a part of the original budget.

Summary of Proposed Appropriations

In general, for FY 2004-2005, the proposed total appropriations for departments (net of the increase in Transportation FEFP Revenue of \$338,186.00 and the increase in Transportation – School Activities of \$269,923.60) have been maintained at the approximately the same as the original adopted budget for FY 2003-2004.

Administrative cost cuts and district downsizing have continued to occur since January 2001. The impact of the Superintendent's administrative downsizing and district office reductions is \$4.9 million in cumulative savings, as detailed in this Book. These overhead reductions have been a principal reason for the District's ability to maintain academic programs and services to students and schools during a time of substantial state-mandated cuts and increases in fixed costs such as insurance.

The savings generated by these cost reductions in administrative/district overhead are recurring each year and allow a substantially larger share of the education dollar to be appropriated to schools.

If budgets could be compared based on constant (non-inflationary) dollars from year to year, there would be an even more dramatic display of the decrease in the amount and proportion of funds used at the District level. However, the following factors should be kept in mind in analyzing district costs from year to year:

1. From FY 2003-2004 to FY 2004-2005, the annual step raise approved by the School Board and changes in positions increased the overall salaries and benefits for district departments, services, and projects by \$357,391. This includes administrative, managerial, instructional and educational support employees working for district departments and projects, not schools.
2. Following the downsizing of administrative and overhead costs at the district level accomplished since January, 2001, the total number of employees working in district departments is 497.05. Of these, educational support employees account for 438.25 positions (primarily in transportation and maintenance), and instructional staff at the district level account for 6.00 positions. This leaves only 52.80 district-level administrative and managerial employees in all district departments, the smallest number in recent history based on available records.
3. Comparing FY 2004-2005 to FY 2003-2004, the District is expected to earn an estimated \$150,000 less in interest income. This is largely due to a reduction in interest rates.
4. The attached departmental budgets include a state-mandated Performance Pay Reserve in the amount of \$40,314, which equates to 1% of the base compensation of administrators and instructional personnel working in these departments.
5. Due to legislative action, Florida Retirement rates for fiscal year 2004-2005 are estimated to increase to a maximum of 9.02%. The Florida Retirement rate for fiscal year 2003-2004 is 7.39%. The estimated net increase would be 1.63%.

Major Changes in Departments and Projects

Implementation of Seat Management Program

The District implemented a Seat Management Program for the purpose of obtaining technology equipment, software, and services. The term “Seat Management” is the terminology used for the concept that a user sits at a “Seat” and expects to receive computing services at an expected level of performance for a price per month. The hardware, software, peripherals, support, and LAN connectivity are all integrated into the “Seat” price. Hardware “Refresh” will occur on a continuing schedule to provide the user with the expected level of performance. In other words, Seat Management is an integrated approach to delivering end user technology services under a single offering. By integrating the end user services under a single offering, OCSD is able to reduce their Total Cost of Ownership (TCO), improve productivity and return to doing what they do best, teaching students. As the name implies, OCSD will pay a fixed monthly lease price per Seat for the equipment and services they receive. The seat management program will provide technology services for its students, teachers and administrators.

Capital Improvement Tax dollars are used to fund the cost of the leased seats that directly to instruction of students. The District has essentially transferred the risk of changing technology while providing a consistent level of service at all schools. Additionally, the Seat Management program has already reduced operational costs for schools by providing tier 1 support as part of the lease cost. In future years, the program will also reduce some district operational costs such as the cost for disposing of surplus technology.

The Seat Management Program is comprised of four (4) projects as follows:

1. Seat Management – Instructional Computers – Project 4019 in the amount of \$6.5 million which is funded from Transfer from Capital Improvement Transfer to the General Fund. This project accounts for the cost of the leased instructional and student computer seats directly related to instruction of students.
2. Seat Management – Administrative Computers – Project 4016 in the amount of \$1.1 million which is funded from unrestricted funds. This project accounts for the cost of leased and support managed administrative PCs, laptops, servers, WAN, LAN, and other services. This cost was previously budgeted as part of the Fixed Charges – Project 9015. However, the FY 2003-2004 original budget for Fixed Charges – Project 9015 included the cost of PC and network support for only six months (July 1, 2003, through December 31, 2003), in the amount of \$1,000,000. The estimated net annualized savings to the General Fund, excluding savings at schools, is approximately \$600,000.
3. Seat Management – Web Site Development and Maintenance – Project 4018 is a new project in the amount of \$150,000. Website management was previously provided by district staff. The district web manager

position is deleted in the FY 2004-2005 budget as a result of the Seat Management Contract.

4. Seat Management – School Purchased Services – Project 4017 is a new project which will be used to account for additional seat managed seats and support managed seats purchased by schools and restricted funds. This project will be funded as schools purchase additional services.

Consolidation of Educational Support Services

The District has implemented the consolidation of the Maintenance, Transportation and Food Services Department into one division entitled Educational Support Services. With the approval of the Board, the Educational Support Services Division has realigned the three maintenance cost centers (9009, 9109 and 9209) into one department – Maintenance Support Services (9409). Additionally, the cost of Plant Operators previously purchased by certain schools will now be a part of the Maintenance Support Services budget. Although there is an increase in salaries and benefits, the Maintenance Support Services budget is \$1,552 less than in FY 2003-2004. This is a direct result of efficiencies and economies of operational expenses from the consolidation.

Change in Estimated Revenue/Appropriations Methodology for Transportation

To more accurately reflect total transportation revenue, the estimated revenue for Transportation – School Activities (fieldtrip and other transportation services) has been projected at the current 2003-2004 revenue level. In prior years, Transportation – School Activities was budgeted when revenues were received rather than as a part of the original budget. Additionally, appropriations have been estimated for the total cost of operations, including fieldtrips and other transportation services. The total increase in transportation revenues of \$608,109.60 (Transportation – FEFP revenue increased \$338,186.00 and Transportation – School Activities increased \$269,923.60) more than offsets the increase in Transportation Services appropriations of \$402,618.00.

Other less notable changes are reflected on the summary page of each cost center.

Respectfully submitted,



Don Gaetz
Superintendent



Patricia Wascom, CPA
Chief Financial Officer

Okaloosa County School District
Savings Impact of Administrative Reorganization,
Downsizing, and Decentralization
January 2001 – July 2004

Superintendent's Plan for
Administrative Downsizing and
Reduction of District Overhead Positions

April 26, 2004 Status Report

Over the past four years, the Superintendent has proposed a series of budget and personnel actions which have resulted in a downsizing of district office administrative overhead positions and a shift of these funds from the district level to schools and classrooms.

The Superintendent's recommendation is to continue these cuts and move 100 percent of savings generated by administrative reductions directly to school budgets. Revenue estimates being used by School Advisory Councils to develop next year's School Performance Plans include fund shifts from district overhead to school operations. For FY 2004-2005, the district cuts and concurrent additional revenue to schools would amount to \$1,420,516.96. The four year cumulative impact of the Superintendent's administrative downsizing plan is a shift of \$4,988,241.66 from district overhead to school operations and classroom instruction.

Specific detail for each fiscal year and all reorganization and downsizing actions, including those proposed for FY 2004-2005, is included on the following pages:

**SAVINGS IMPACT OF
OKALOOSA COUNTY SCHOOL DISTRICT
ADMINISTRATIVE REORGANIZATION,
DOWNSIZING AND DECENTRALIZATION
January 2001 - July 2004
April 26, 2004**



January 2001 Action

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact
Positions Deleted in January 2001 Action			
Position			
Director - Secondary Education	\$ 84,129.72	\$ 84,129.72	\$ 84,129.72
Director - Elementary Education	80,951.59	80,951.59	80,951.59
Safety Specialist	65,495.45	65,495.45	65,495.45
Technology Specialist	65,280.54	65,280.54	65,280.54
Asst. Super. - Admin & Central Support	100,660.42	100,660.42	100,660.42
Asst. Super. - Curriculum & Instruction	100,660.42	100,660.42	100,660.42
Director - HR (Staff Development)	90,735.93	90,735.93	90,735.93
Secondary Ed Specialist (3 positions)	187,948.57	187,948.57	187,948.57
Program Director - Safe Schools/Discipline	82,812.22	82,812.22	82,812.22
Secretary - Elementary Ed	34,461.69	34,461.69	34,461.69
Secretary - Superintendent's Office	40,124.15	40,124.15	40,124.15
TOSA - TAPP & Student Health	69,936.18	69,936.18	69,936.18
Accountant - Financial Services	38,274.04	38,274.04	38,274.04
Specialist - Financial Services	60,533.78	60,533.78	60,533.78
Program Director - Elementary Education	82,812.22	82,812.22	82,812.22
Director - MIS	84,129.72	84,129.72	84,129.72
Subtotal (Positions Deleted)	\$ 1,268,946.64	\$ 1,268,946.64	\$ 1,268,946.64

**Positions Which Will Remain Unfilled
from January 2001 Forward**

Position			
Director - Exceptional Student Education	\$ 82,345.02	\$ -	\$ -
Change: None - District Continues to Pay Salary	-	-	-
Program Director - ESE (3 positions)	223,646.15	-	-
Change: Saves 2 Teaching Positions	-	95,896.00	95,896.00
Change: Saves 2 Summer School Positions	-	8,000.00	8,000.00
Change: Saves 1 Program Director	77,382.18	77,382.18	77,382.18
Specialist - Elementary Ed (2 positions)	127,953.08	-	-
Change: Saves 2 Teaching Positions	-	95,896.00	95,896.00
Change: Saves 2 Summer School Positions	-	8,000.00	8,000.00
Program Director - Title 1	82,345.02	-	-
Change: Saves 1 Summer School Position	-	4,000.00	4,000.00
Director - Student Services	81,452.66	-	-
Change: Saves 1 Elementary Principal Position	-	85,567.00	85,567.00
Specialist - Student Services	72,527.98	-	-
Change: Saves 1 12-month Guidance Counselor	-	57,538.00	57,538.00
Subtotal (Unfilled Positions & Reassignments)	\$ 747,652.09	\$ 432,279.18	\$ 432,279.18

	Current Salary Plus Benefits	Dollar Value of Change	Costs Impact of Reorganization on Budget
Positions Added in Reorganization - January 2001 Action			
Position			
Assistant Superintendent - School Op. (3 positions)	\$ 285,106.31	\$ 285,106.31	\$ 285,106.31
Chief Officer - Quality Assurance	93,648.92	93,648.92	93,648.92
Admin on Special Assignment (3 positions)	202,229.70	202,229.70	202,229.70
Office Manager - Superintendent's Office	47,084.26	47,084.26	47,084.26
Specialist - Grants & Non-operating Income	68,958.57	68,958.57	68,958.57
Program Director - Evaluation & Academic Support	77,882.09	77,882.09	77,882.09
Specialist - Evaluation & Academic Support (2 positions)	132,022.39	132,022.39	132,022.39
Program Director - Student Health & Safe Schools	77,882.09	77,882.09	77,882.09
Manager - Student Health & Safe Schools (TOSA)	69,936.18	69,936.18	69,936.18
Program Director - ESE (Quality Assurance)	77,882.09	77,882.09	77,882.09
Contract Coordinator - ESE	69,936.18	69,936.18	69,936.18
School Support Coordinator - ESE	69,936.18	69,936.18	69,936.18
Program Director - Budgeting	71,243.18	71,243.18	71,243.18
Program Director - Accounting	71,243.18	71,243.18	71,243.18
Chief Officer - Information Services	93,648.92	93,648.92	93,648.92
	<hr/>	<hr/>	<hr/>
Subtotal (Positions Added)	\$ 1,508,640.25	\$ 1,508,640.25	\$ 1,508,640.25
			<hr/>
Savings from Deleted Positions, Unfilled Positions & Deleted Summer School Assignments			\$ 1,701,225.82
Costs of New Positions			<u>(1,508,640.25)</u>
Net Annualized Savings from January 2001 Action			<u>\$ 192,585.58</u>

August 2001 Action

District Positions Deleted as of August 2001 Action

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact
Position			
Secretary 10-month - Superintendent	\$ 32,288.00	\$ 32,288.00	\$ 32,288.00
Leaderman - Maintenance	41,700.00	41,700.00	41,700.00
Secretary 12-month - Quality Assurance	28,763.00	28,763.00	28,763.00
Audio-Visual Clerk	38,027.00	38,027.00	38,027.00
Audio-Visual Clerk	38,268.00	38,268.00	38,268.00
Teacher - Gifted	49,992.00	49,992.00	49,992.00
Specialist - Curriculum Support	71,618.00	71,618.00	71,618.00
Specialist - Curriculum Support	68,810.00	68,810.00	68,810.00
Heavy Equipment - Operator	39,625.00	39,625.00	39,625.00
Electrician I - North Zone (2 positions)	69,636.00	69,636.00	69,636.00
Specialist - Maintenance	74,427.00	74,427.00	74,427.00
Electrician I - Central Zone	34,478.00	34,478.00	34,478.00
Foreman - Heavy Equipment/Grounds	48,529.00	48,529.00	48,529.00
Administrative Intern - North Zone	60,084.00	60,084.00	60,084.00
Administrative Intern - Central Zone	63,524.00	63,524.00	63,524.00
Administrative Intern - South Zone	61,779.00	61,779.00	61,779.00
	<hr/>	<hr/>	<hr/>
Subtotal (Positions Deleted)	\$ 821,548.00	\$ 821,548.00	\$ 821,548.00

	Current Salary Plus Benefits	Dollar Value of Change	Costs Impact of Reorganization on Budget
Positions Added as of August 2001 Action			
Position			
Asst. Principal on Special Assignment	\$ 69,740.00	\$ 69,740.00	\$ 69,740.00
Asst. Principal on Special Assignment	70,924.00	70,924.00	70,924.00
Specialist - Safety, Health & Student Services	60,248.00	60,248.00	60,248.00
	<hr/>	<hr/>	<hr/>
Subtotal (Positions Added)	\$ 200,912.00	\$ 200,912.00	\$ 200,912.00
			\$ 821,548.00
Savings from Positions Deleted in August 2001 Action			<hr/>
Costs of New Positions Added in August 2001 Action			(200,912.00)
			<hr/>
Net Annualized Savings From August 2001 Action			<u>\$ 620,636.00</u>

February 2002 Actions

District Positions Deleted as of February 2002 Action

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact
Positions			
TSA/Student Health & Safe Schools	\$ 73,185.00	\$ 73,185.00	\$ 73,185.00
District Media Specialist	76,602.00	76,602.00	76,602.00
Program Director/Health & Safe Schools	86,180.00	86,180.00	86,180.00
Principal - Evening Alternative Education	94,475.00	94,475.00	94,475.00
District Level Secretary I - Transportation North	39,510.00	39,510.00	39,510.00
Program Director - Federal Title I	89,899.00	89,899.00	89,899.00
District Level Secretary - Finance	39,724.00	39,724.00	39,724.00
District Level Secretary - Finance	40,327.00	40,327.00	40,327.00
Office Manager - Finance	54,705.00	54,705.00	54,705.00
Leaderman - Central Maintenance	41,535.00	41,535.00	41,535.00
Foreman - North Maintenance	53,189.00	53,189.00	53,189.00
Payroll Clerk - Finance	37,513.00	37,513.00	37,513.00
	<hr/>	<hr/>	<hr/>
Subtotal (Positions Deleted)	\$ 726,844.00	\$ 726,844.00	\$ 726,844.00

District Positions Added as of February 2002 Action

	Current Salary Plus Benefits	Dollar Value of Change	Costs Impact of Reorganization on Budget
Positions			
Specialist, Health & Safe Schools	\$ 67,011.00	\$ 67,011.00	\$ 67,011.00
Instructional Technologist	72,967.00	72,967.00	72,967.00
Web Technician	48,703.00	48,703.00	48,703.00
TSA/Prevention & Safe Schools	55,087.00	55,087.00	55,087.00
District Level Secretary - Transportation North	26,017.00	26,017.00	26,017.00
Accountant - Finance	42,225.00	42,225.00	42,225.00
Specialist - Finance	61,163.00	61,163.00	61,163.00
Specialist - Finance	61,163.00	61,163.00	61,163.00
Payroll Supervisor - Finance	42,533.00	42,533.00	42,533.00
	<hr/>	<hr/>	<hr/>
Subtotal (Positions Added)	\$ 476,869.00	\$ 476,869.00	\$ 476,869.00

Savings from Positions Deleted as of February 2002 Action			\$ 726,844.00
Costs of New Positions Added as of February 2002 Action			<hr/>
			(476,869.00)
			<hr/>
Net Annualized Savings as of February 2002 Action			<u>\$ 249,975.00</u>

March 2002 through June 2002 Action

District Positions Deleted March 2002 through June 2002 Action

Positions

Confidential District Secretary - Curriculum & Instruction
TSA - 10 Month (20%) - Curriculum & Instruction
District Level Clerk - 12 Month - Human Resources
TSA - 12 Month - Community Education (50%)
Program Director - School Safety, Health & Student Services

Subtotal (Positions Deleted)

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact
\$	27,403.00	\$ 27,403.00	\$ 27,403.00
	14,511.00	14,511.00	14,511.00
	24,074.00	24,074.00	24,074.00
	36,675.00	36,675.00	36,675.00
	85,741.00	85,741.00	85,741.00
\$	188,404.00	\$ 188,404.00	\$ 188,404.00

District Positions Added March 2002 through June 2002 Action

Positions

District Level Secretary (5%) - Curriculum & Instruction
Para Professional Bilingual - Curriculum & Instruction
District Level Secretary - 10 Month - Human Resources
TSA - Prevention & Safety - 12 Month
Specialist - School Safety, Health & Student Services

Subtotal (Positions Added)

	Current Salary Plus Benefits	Dollar Value of Change	Costs Impact of Reorganization on Budget
\$	387.00	\$ 387.00	\$ 387.00
	34,845.00	34,845.00	34,845.00
	21,971.00	21,971.00	21,971.00
	58,391.00	58,391.00	58,391.00
	56,170.00	56,170.00	56,170.00
\$	171,764.00	\$ 171,764.00	\$ 171,764.00

Savings from Positions Deleted March 2002 through June 2002 Action

Costs of New Positions Added March 2002 through June 2002 Action

Net Annualized Savings March 2002 through June 2002 Action

Fiscal Year 2001-2002 Summary

Savings from Positions Deleted July 2001 through June 2002 Action

Costs of New Positions Added July 2001 through June 2002 Action

Net Annualized Savings July 2001 through June 2002 Action

\$	188,404.00
	(171,764.00)
\$	16,640.00
\$	1,736,796.00
	(849,545.00)
\$	887,251.00

July 2002 through March 2003 Action

District Positions Deleted July 2002 through March 2003 Action

Positions

Assistant Principal - Special Assignment - Curriculum & Instruction
Senior Program Analyst - Data Processing - 12 Month
Help Desk Coordinator - Data Processing - 12 Month
District Level Secretary - Human Resources - 12 Month
Specialist - School Safety, Health & Student Services

Subtotal (Positions Deleted)

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact
\$	75,148.00	\$ 75,148.00	\$ 75,148.00
	69,354.00	69,354.00	69,354.00
	27,912.00	27,912.00	27,912.00
	160,824.00	160,824.00	160,824.00
	63,880.00	63,880.00	63,880.00
\$	397,118.00	\$ 397,118.00	\$ 397,118.00

District Positions Added July 2002 through March 2003 Action

Positions

Specialist - Curriculum & Instruction
Program Analyst - Data Processing - 12 Month
Program Analyst - Data Processing - 12 Month
Specialist - Data Processing - 12 Month
System Support Analyst II
Support Employee Analyst
Certification Analyst
Retirement Analyst
Specialist - Quality Assurance
Program Director - School Safety, Health & Student Services

Subtotal (Positions Added)

	Current Salary Plus Benefits	Dollar Value of Change	Costs Impact of Reorganization on Budget
\$	69,749.00	\$ 69,749.00	\$ 69,749.00
	35,354.00	35,354.00	35,354.00
	31,756.00	31,756.00	31,756.00
	66,560.00	66,560.00	66,560.00
	35,993.00	35,993.00	35,993.00
	44,372.00	44,372.00	44,372.00
	41,319.00	41,319.00	41,319.00
	44,372.00	44,372.00	44,372.00
	66,560.00	66,560.00	66,560.00
	80,248.00	80,248.00	80,248.00
\$	516,283.00	\$ 516,283.00	\$ 516,283.00

Savings from Positions Deleted July 2002 through March 2003 Action

Costs of New Positions Added July 2002 through March 2003 Action

Net Annualized Savings July 2002 through March 2003 Action

\$	397,118.00
	516,283.00
\$	(119,165.00)

Fiscal Year 2003-2004 Action**District Positions Deleted as of July 2003 Action****Positions**

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact
Program Director - Budgeting & Financial Services - 12 Month	\$ 82,548.00	\$ 82,548.00	\$ 82,548.00
Supervisor - School Plant Planning - 12 Month	64,200.00	64,200.00	64,200.00
District Level Secretary - Maintenance - 12 Month	42,183.00	42,183.00	42,183.00
Specialist - Employee Benefits - 12 Month	66,750.00	66,750.00	66,750.00
TSA - Community Education - 12 Month - (50%)	39,473.00	39,473.00	39,473.00
Program Director - Staff Development - 12 Month	89,835.00	89,835.00	89,835.00
School Level Clerk - District Transfers Project - (100%)	11,016.57	11,016.57	11,016.57
Fifth Grade Teacher - District Transfers Project - (100%)	6,415.66	6,415.66	6,415.66
Director-Instructional - District Transfers Project - (100%)	90,828.59	90,828.59	90,828.59
Specialist-Non-Instructional - District Transfers Project - (100%)	62,804.86	62,804.86	62,804.86
Prog. Director-Exc Stu Educ - District Transfers Project - (71%)	44,928.90	44,928.90	44,928.90
ESE Classroom Assistant - District Transfers Project - (41.50%)	13,799.76	13,799.76	13,799.76
Asst Principal I-Jr/Mid - District Transfers Project - (50%)	45,712.11	45,712.11	45,712.11
Specialist-Non-Instructional - District Transfers Project - (34.49%)	27,851.49	27,851.49	27,851.49
Specialist - Curriculum & Instruction - District Transfers Project - (35%)	26,815.45	26,815.45	26,815.45
Teacher, English - District Transfers Project - (100% of Sub)	5,000.00	5,000.00	5,000.00
Subtotal (Positions Deleted)	\$ 720,162.38	\$ 720,162.38	\$ 720,162.38

District Positions Added as of July 2003 Action**Positions**

	Current Salary Plus Benefits	Dollar Value of Change	Costs Impact of Reorganization on Budget
Director - Finance - 12 Month	\$ 86,750.00	\$ 86,750.00	\$ 86,750.00
Chief Officer - Educational Support Services - 12 Month	92,672.00	92,672.00	92,672.00
Confidential District Secretary - Educational Support Services - 12 Month	36,508.00	36,508.00	36,508.00
Program Director - Maintenance - 12 Month	76,377.00	76,377.00	76,377.00
District Clerk - Risk Management - 12 Month	30,061.00	30,061.00	30,061.00
Insurance Ombudsman - Confidential - Risk Management - 12 Month	23,835.00	23,835.00	23,835.00
Subtotal (Positions Added)	\$ 346,203.00	\$ 346,203.00	\$ 346,203.00

Savings from Positions Deleted as of July 2003 Action**Costs of New Positions Added as of July 2003 Action****Net Annualized Savings For Fiscal Year 2003-2004 Action**

Savings from Positions Deleted as of July 2003 Action	\$ 720,162.38
Costs of New Positions Added as of July 2003 Action	346,203.00
Net Annualized Savings For Fiscal Year 2003-2004 Action	\$ 373,959.38

Proposed Fiscal Year 2004-2005 Action**Proposed District Positions to be Deleted as of July 2004 Action****Positions**

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact
Program Director - Community Affairs - 12 - Month	\$ 87,278.00	\$ 87,278.00	\$ 87,278.00
Program Director - Curriculum, Assessment & Instruction - 12- Month	74,258.00	74,258.00	74,258.00
Program Specialist - Data Processing - 12 - Month	80,833.00	80,833.00	80,833.00
Program Analyst - Data Processing - 12 - Month	43,393.00	43,393.00	43,393.00
Delivery Personnel - Media/Whse. - Furniture Shop/Surplus Property - 12 - Month	23,204.00	23,204.00	23,204.00
District Level Secretary - Human Resources - 12 - Month	30,636.00	30,636.00	30,636.00
Specialist - Quality Assurance - 12 - Month	65,698.00	65,698.00	65,698.00
District Level Confidential Secretary - School Board - 12 - Month	44,733.00	44,733.00	44,733.00
Program Director - Student Intervention Services - ESE - 12 - Month	82,845.00	82,845.00	82,845.00
Program Director - Student Intervention Services - 12 - Month	82,845.00	82,845.00	82,845.00
District Level Clerk - District Transfers - (100%) - 12 - Month	28,404.00	28,404.00	28,404.00
Gidance Counselor - District Transfers - (49%) - 12 - Month	40,125.00	40,125.00	40,125.00
Subtotal (Positions Deleted)	\$ 684,252.00	\$ 684,252.00	\$ 684,252.00

	Current Salary Plus Benefits	Dollar Value of Change	Costs Impact of Reorganization on Budget
Proposed District Positions to be Added as of July 2004 Action			
Positions			
Director - Community Affairs - 12 - Month	\$ 92,822.00	\$ 92,822.00	\$ 92,822.00
Director - Curriculum, Assessment & Instruction - 12 - Month	79,910.00	79,910.00	79,910.00
Senior Programmer Analyst - Data Processing - 12 - Month	57,030.00	57,030.00	57,030.00
Senior Programmer Analyst - Data Processing - 12 - Month	57,030.00	57,030.00	57,030.00
District Level Clerk - Human Resources - 12 - Month	23,583.00	23,583.00	23,583.00
District Level Clerk - Human Resources - 12 - Month	24,269.00	24,269.00	24,269.00
District Level Clerk - MIS - 12 - Month	27,703.00	27,703.00	27,703.00
Program Director - Staff Development - 12 - Month	92,822.00	92,822.00	92,822.00
Director - Student Intervention Services - ESE - 12 Month	85,467.00	85,467.00	85,467.00
Specialist - Student Intervention Services - 12 - Month	57,730.00	57,730.00	57,730.00
Subtotal (Positions Added)	\$ 598,366.00	\$ 598,366.00	\$ 598,366.00
Savings from Positions Deleted as of July 2004 Action			\$ 684,252.00
Costs of New Positions Added as of July 2004 Action			598,366.00
Net Annualized Savings For Fiscal Year 2004-2005 Action			<u>\$ 85,886.00</u>

Cumulative Savings Analysis - Administrative Downsizing

Fiscal Year Action	FY 2000-2001	FY 2001-2002	FY 2002-2003	FY 2003-2004	FY 2004-2005	Total
2000-2001 Actions	\$ 192,585.58	\$ 192,585.58	\$ 192,585.58	\$ 192,585.58	\$ 192,585.58	\$ 962,927.90
2001-2002 Actions		887,251.00	887,251.00	887,251.00	887,251.00	3,549,004.00
2002-2003 Actions			(119,165.00)	(119,165.00)	(119,165.00)	(357,495.00)
2003-2004 Actions				373,959.38	373,959.38	747,918.76
2004-2005 Proposed Actions					85,886.00	85,886.00
Total Cumulative Savings - Implemented & Proposed	<u>\$ 192,585.58</u>	<u>\$ 1,079,836.58</u>	<u>\$ 960,671.58</u>	<u>\$ 1,334,630.96</u>	<u>\$ 1,420,516.96</u>	<u>\$ 4,988,241.66</u>

In Addition to Downsizing, Certain Other Personnel and Financial Resources Were Decentralized to Schools in January 2001

	Current Salary Plus Benefits	Dollar Value of Change	Annualized Savings Impact of Decentralization
District Office Positions Decentralized To Schools as of January 2001 <i>(funding and personnel sent to schools)</i>			
Staffing Specialists (12)	\$ 684,883.98	\$ 684,883.98	\$ 684,883.98
Psychologists (10)	572,352.55	572,352.55	572,352.55
Student Service Worker/Student Intervention Worker (6)	259,421.99	259,421.99	259,421.99
Annualized Resources Decentralized to Schools	<u>\$ 1,516,658.52</u>	<u>\$ 1,516,658.52</u>	<u>\$ 1,516,658.52</u>

Note:

The Assistant Superintendent - Non-Traditional Schools position which was added during fiscal year 2003-2004 is not reflected as a district administrative cost because that position is funded from new revenue generated by Non-Traditional schools.