



Santa Ana
Unified School District

2012 – 13 Staffing and Budget Development

(The New Normal)

February 14, 2012

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- 2012 -13 Staffing Assumptions
 - Assumption of the Elimination of QEIA at Elementary Level
 - Staffing of Grade 1 and 2 @ 30:1
- Placement Options: Unassigned Certificated Staff
- Budget Assumptions for 2012-13
- Next Steps



The Road Not Taken

Two roads diverged in a yellow wood,
And sorry I could not travel both
And be one traveler, long I stood
And looked down one as far as I could
To where it bent in the undergrowth;

Then took the other, as just as fair,
And having perhaps the better claim
Because it was grassy and wanted wear,
Though as for that the passing there
Had worn them really about the same,

And both that morning equally lay
In leaves no step had trodden black.
Oh, I marked the first for another day!
Yet knowing how way leads on to way
I doubted if I should ever come back.

I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and I,
I took the one less traveled by,
And that has made all the difference.

Robert Frost, 1920 Mountain Interval



**Multi-year Budget Projection
2012-13 to 2016-17???**



**The new budget realities will require new thinking
and new solutions to weather the upcoming storm**



- **No Certificated or Classified Layoffs**
 - Impact of Education Code 44956(a)(5) Preferential Substitute Service
 - Increases 2012-13 reduction target by \$2.5 million to a total of \$34.5 million
- **Staffing of 1st and 2nd grade at 30:1**
 - Provides Elementary sites with supplemental funding for research-based support for English learners and at-risk students
- **QEIA waiver denied by State Board of Education**
 - Waivers to be considered at the May 2012 meeting for Int./H.S.
- **Grades 4 – 8 staffing formula Education Code adjustments**
 - District wide staffing ratio to meet 1964 Education Code 41376
- **Jobs Bill funding that reinstated 5 furlough days for Certificated/Management expires at the end of 2011-12**



- Sites must meet class size targets, API, Teacher Experience, and Staff Development requirements. If one class is over the limit the school is not compliant
- Targets for Elementary sites were 20.44 in Grades 1-3 and 25.0 in Grades 4-5
- State Board amended the District waiver for 9 Elementary sites at a hard-cap of 25 which was below the District request of 27
 - Based upon this decision the 9 Elementary sites will exit the program as of June 30, 2012
 - Approximate loss of \$4 million in QEIA revenue and 40 teaching positions



- Waivers for Intermediates and High Schools were held over by the State Board without action until the March Board Meeting
- The API waiver for Spurgeon was denied
 - Spurgeon was exited due to missing the API target because of results from 3 years ago
 - Approximate loss of \$1.2 million in QEIA revenue and 12 teaching positions
- The State Board staff has indicated that a revised waiver could be submitted in May that may be approved with conditions
 - The waivers (Lathrop, Sierra, Willard, Century) will be to maintained class averages of 25.0 but waive for 2010-11 & 2011-12 the “rule of 27” that no section can be above 27 pupils in any core class.
 - Approximately \$4.8 million in QEIA revenue would be maintained along with 48 teaching positions.



- The total estimated reduction of classroom teaching positions due to enrollment and elimination of categorical funding for 2012-13

| Level | Positions | Multiple Subject | Single Subject |
|--------------|------------|------------------|----------------|
| Elementary | 104 | 104 | |
| Intermediate | 17 | 6 | 11 |
| High School | 10 | | 10 |
| Total | 131 | 110 | 21 |



- The Certificated Retirement Incentive and release of teachers on temporary contracts reduces the number of unassigned teachers due to the loss of categorical funding and declining enrollment

| Level | Positions | Multiple Subject | Single Subject |
|--------------|------------------|-------------------------|-----------------------|
| Elementary | 43 | 43 | |
| Intermediate | 36 | | 36 |
| High School | 53 | | 53 |
| Total | 132 | 43 | 89 |



Santa Ana Unified School District Estimated Unassigned Teachers and Staffing Vacancies

- After accounting for retirements and elimination of temporary contracts the estimated unassigned teaching positions by credential for 2012-13 are:

| Level | Positions | Unassigned Multiple Subject | Single Subject Vacancies |
|--------------|----------------|-----------------------------|--------------------------|
| Elementary | 61 | 61 | |
| Intermediate | 19* | 6 | 25 |
| High School | 43 | | 43 |
| Total | 1* | 67 | 68 |

* Multiple Subject Teachers have permanent Status



- Substitute Cost Preferential Treatment:
Education Code 44956(a)(5)
 - Provides laid off permanent, certificated a preferential right to be:
 - The first on the list to be called as a substitute
 - and if they serve as a certificated substitute for 21 or more days within a period of 60 days, will receive their per diem rate of pay (retroactive to the first day of substitute services)
 - Currently the District utilizes approximately 100 certificated substitutes on a daily basis



- California Education Code requires districts to have a district average of no more than 29.9 pupils, unless the district had higher class sizes in 1964
 - SAUSD was at **30.9** in 1964 based upon CDE records

| Grade Level | Current Staffing Ratio | Current Average Class Size |
|-------------|------------------------|----------------------------|
| Grade 4 – 5 | 34:1 | 34 |
| Grade 6 – 8 | 33.5:1 | 39-40* due to prep periods |

- SAUSD has met compliance with the code due to the utilization of a variety of categorical funds including (IIUSP, High Priority Schools Grant, QEIA, Title I and State EIA)
- Financial Consequence of not meeting targets
 - Potential loss of ADA for students above 30.9 target
 - The State Board of Education can grant waivers for up to two years



- Due to the loss of categorical funding the District has an estimated 67 permanent unassigned multiple subject teachers for 2012-13
- Staff is working on possible placement options which address all 67 multiple subject positions:
 - Creation of a Teacher Specialist support position (36)
 - Vacancies within Education Services reorganization (5)
 - Self-contained 6th grade at the two lowest performing Intermediate sites (5)
 - Staffing of grades 4 and 5 to closer meet Education code 41376 (21)



- The new Certificated Teacher Specialist would be a site categorical funded support teaching positions
- Job description will developed by HR
- Teacher experts with 3 responsibility areas
 - Curricular Area
 - Specific site support assignment
 - Instructional Strategies



Board Priorities 2011-12



- Ensure fiscal solvency (*legally required*)
- Preserve staff
 - Continue to provide Elementary support staff
- Maintain integrity of programs
 - Continue to protect services to the most vulnerable students
- Find other ways to reduce expenditures
- School Safety
- Maintain athletics and music programs
- Reduced class sizes in grades 1 & 2
- Maintain 180 day instructional calendar








| STATEWIDE AVERAGE | | | SANTA ANA UNIFIED SCHOOL DISTRICT | | |
|---|------------------------------------|--------------|---|------------------------------------|--------------|
| Salaries & Benefits (Cert, Class, Mgmt) Object codes 1xxx through 3xxx | | | Salaries & Benefits (Cert, Class, Mgmt) Object codes 1xxx through 3xxx** | | |
| 1999-2000 | 2009-2010 | Difference | 1999-2000 | 2009-2010 | Difference |
| % of Total Unrestricted GF Expense | % of Total Unrestricted GF Expense | | % of Total Unrestricted GF Expense | % of Total Unrestricted GF Expense | |
| 88.39% | 90.57% | 2.18% | 89.16% | 94.99% | 5.84% |






1999-2000: Does **not include PERS Reduction, object code 7270 (prior to SACS conversion)

2009-2010: Does include PERS Reduction, object code 3801-3802



| | Description of Reduction | Proposed Amount of Reduction/ Increase | Reductions Required |
|---|--|--|---------------------|
| | New Reductions required for 2012-13 | | \$30.5 |
|  | 10-11 Base Revenue Limit (one-time for 2011-12) | \$13.8 | \$44.3 |
|  | Jobs Bills (one-time for 2011-12) | \$5.8 | \$50.1 |
|  | Tier III (one-time for 2011-12) | \$5.5 | \$55.6 |
|  | CSR Penalty Flexibility continues | \$9.9 | \$45.7 |
|  | <i>One-time Utilization of District Reserve funds (Fund 17) - OPTIONAL</i> | \$13.5 | \$32.2 |
| | Enrollment projection (ADA) adjustment | \$1.6 | \$30.6 |
| | No certificated/classified layoff for 2012-13 | \$2.5 | \$33.1 |
| | 2012 Mid-year State Cuts, District categorical reorg, Governor's Proposed cuts | \$7.0 | \$40.1 |



| | Description of Reduction | Proposed Amount of Reduction/ Increase | Reductions Required |
|---|--|--|---------------------|
| | Reductions required for 2012-13 | | \$40.1 |
|  | 11-12 Base Revenue Limit (one-time from 2011-12) | \$17.0 | \$23.1 |
|  | 2011-12 mid-year base revenue cut one-time | \$1.0 | \$22.1 |
|  | Transitional K students may be claimed in ADA once they turn 5 | \$1.5 | \$20.6 |
|  | Placement of MS Credential Staff | \$5.5 | \$15.1 |
|  | Mid-year reductions if tax initiative does not pass (\$370/ADA estimate) | \$20.0 | \$35.1 |



| | Description of Reduction | Proposed Amount of Reduction/ Increase | Reductions Required |
|--|--------------------------|--|---------------------|
|--|--------------------------|--|---------------------|

REDUCTIONS REQUIRED FOR 2013-14

| | | | |
|--|--|---------------|---------------|
| | Initial Target | | \$30.0 |
| | 11-12 Base Revenue Limit (one-time from 2011-12) | \$17.0 | \$47.0 |



Days
Remaining to
Identify 2012–
13 Reductions

28



| Date | Event or Activity |
|------------------------|---|
| On-going until Settled | Negotiations with our certificated & classified associations (SAEA & CSEA respectively) for <u>ongoing reductions</u> |
| Feb 28, 2012 | Board Meetings |
| March 13, 2012 | Approval of 2012 -13 Budget Reduction Measures and 2 nd Interim Report |

CURRENT REDUCTION TARGET
\$35.1 Million



Days
Remaining to
Identify 2012–
13 Reductions

28



| Date | Event or Activity |
|---------------|---|
| \$10.0 | Negotiations with our certificated & classified associations (SAEA & CSEA respectively) for <u>ongoing reductions</u> |
| \$5.1 | Ongoing Program Reductions to be identified |
| \$20.0 | Mid-year reductions if Governor's tax plan does not pass |